

DEFENSE LOGISTICS AGENCY
FEDERAL AGENCY ANNUAL
EQUAL EMPLOYMENT OPPORTUNITY
STATUS REPORT

FOR PERIOD COVERING

OCTOBER 1, 2004
to
SEPTEMBER 30, 2005



**8725 JOHN J. KINGMAN ROAD, SUITE 1127
FORT BELVOIR, VIRGINIA 22060-6221**

Federal Agency Annual EEO Program Status Report
Management Directive – 715

Defense Logistics Agency

October 1, 2004 to September 30, 2005

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2004, to September 30, 2005.

PART A Department or Agency Identifying Information	1. Agency		1. Department of Defense	
	1.a. 2 nd level reporting component		1.a. Defense Logistics Agency	
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. Defense Logistics Agency DLA Corporate EEO Office, Room 1127 8725 John J. Kingman Road, Suite 2533	
	3. City, State, Zip Code		3. Fort Belvoir, VA 22060	
	4. CPDF Code	5. FIPS code(s)	4. DD07	5. 47900
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 20,082*
	2. Enter total number of temporary employees			2. 1,113
	3. Enter total number employees paid from non-appropriated funds			3. 260
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 21,455
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Director	
	2. Agency Head Designee		2. Keith W. Lippert, Vice Admiral, SC, U.S. Navy	
	3. Principal EEO Director/Official Official Title/series/grade		3. Famia J. Magaña, Director of Equal Employment Opportunity, GS-260-15	
	4. Title VII Affirmative EEO Program Official		4. Johnny R. McAfee Affirmative Employment Program Manager, GS-260-13	
	5. Section 501 Affirmative Action Program Official		5. Eric Spanbauer Disability Program Manager, GS-260-13	
	6. Complaint Processing Program Manager		6. Joanne C. Lazzara Deputy Director, GS-260-14	
	7. Other Responsible EEO Staff			

*Note: Workforce statistics on this page are from Defense Civilian Personnel Data System (DCPDS) provided by DLA Human Resources; other workforce statistics within this report may differ.

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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Defense Logistics Information Service 74 Washington Avenue North Battle Creek, MI	DD07	12980
	Defense Reutilization and Marketing Service 74 Washington Avenue North Battle Creek, MI	DD07	12980
	Defense Distribution Center 2001 Mission Drive, Building 81 New Cumberland, PA	DD07	25420
	Defense Supply Center Philadelphia 700 Robbins Avenue Philadelphia, PA	DD07	37980
	Defense Supply Center Richmond 8000 Jefferson Davis Highway Richmond, VA	DD07	40060
	Defense Supply Center Columbus P.O. Box 3990 Columbus, OH	DD07	18140
	DLA, EEO Operations Division 8725 John J. Kingman Road, Room 1119 Fort Belvoir, VA	DD07	47900

EEOC FORMS and Documents Included With This Report

*Executive Summary [FORM 715-01 PART E], that includes:	x	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	
Brief paragraph describing the agency's mission and mission-related functions	x	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	x
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	x	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	x
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	x	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	x
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	x	*Copy of Workforce Data Tables <u>as necessary</u> to support Executive Summary and/or EEO Plans	x

Summary of EEO Plan action items implemented or accomplished	x	*Copy of data from 462 Report <u>as necessary</u> to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	x
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	x	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	x	*Organizational Chart	x

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DEFENSE LOGISTICS AGENCY

For Period Covering October 1, 2004, to September 30, 2005

EXECUTIVE SUMMARY

The Defense Logistics Agency (DLA) is a U.S. Department of Defense (DOD) Agency. The DLA Director reports to the Under Secretary of Defense for Acquisition, Technology and Logistics through the Deputy Under Secretary of Defense (Logistics and Materiel Readiness). DLA provides worldwide logistics support for the missions of the Military Departments and the Unified Combatant Commands under conditions of peace and war. It also provides logistics support to other DOD Components and certain Federal agencies, foreign governments, international organizations, and others as authorized. DLA's workforce is made up of over 21,000 civilian and military employees located in 48 states and 28 countries.

EEO is recognized as an integral component of the DLA strategic mission. The DLA Director of Equal Employment Opportunity (EEO Director) and her staff assist the Agency to address participation by members of minority groups, women and individuals with disabilities, particularly in DLA's most populous occupations and leadership ranks and establishing a process to sustain a diverse workforce. The EEO Director has a direct reporting line to the DLA Director. The written EEO policy statement and policy on providing reasonable accommodations were revised and reissued on March 4 and March 28, 2005, respectively, reaffirming that DLA strives to be a workplace free from discrimination.

In Fiscal Year (FY) 04, DLA performed the Agency Self-Assessment Checklist which measures essential elements of a model EEO program. Deficiencies were identified in the following essential elements: Management and Program Accountability; Demonstrated Commitment from Agency Leadership; Integration of EEO into the Agency's Strategic Mission; Proactive Prevention; Efficiency; and Responsiveness and Legal Compliance. DLA has made significant improvements in some of these program areas. This report will reflect the progress that has been made.

In FY 04, the element that was identified as being the most deficient was Element E – Efficiency. The lack of an automated discrimination complaint tracking tool and an automated workforce analysis tool had contributed greatly to the deficiencies in this element. During Fiscal Year (FY) 05, the DLA Corporate Equal Employment Opportunity (EEO) Office worked with DLA's Information Technology staff to transform the Department of Veterans Affairs workforce analysis tool into the DLA Workforce Analysis Tool (DWAT). The Agency also purchased an automated discrimination case management and information tracking tool (*iComplaints*) that is in the initial deployment phase. Currently, we are testing and "debugging" these tools, and the Agency is expected to fully deploy these tools by the 4th Quarter (Qtr.), FY 06. Full deployment of these tools will enable DLA to conduct an extensive workforce analysis to identify the specific barriers to achieving Element E.

At this time, DLA has no automated mechanism in place to fully capture the data required by the U. S. Equal Employment Opportunity Commission's (EEOC) Management Directive (MD)-715. We are currently unable to populate Table 7, and Tables 9-12 which consist of: applicant flow data to include applicants and hires for major occupations; selections for internal competitive promotions for major occupations; non-competitive

promotions-time in grade-distribution; internal selection for Senior Level Positions (GS-13, GS-14, GS-15, and SES); and participation in career development. The same situation exists with retooling/reconfiguring our systems to collect data on the two new race/national origin (RNO) categories required by the EEOC. Our Human Resources Directorate (HR) is awaiting guidance and direction from the Office of Personnel Management (OPM) regarding this issue. However, beginning January 1, 2006, the Agency began to collect the new race/national original categories required by EEOC based on guidance issued by OPM in November 2005.

Specific barriers and recommendations by program emphasis category are addressed below. It is DLA's intent to be proactive in eliminating the specific barriers that have been identified.

Complaints Processing

During FY 05, the average number of days to process formal complaints to closure improved dramatically. During this time, there were a significant number of Final Agency Decisions (FADs) issued without a hearing before the EEOC. This fact may underscore the reason for the decrease in the Agency's overall processing days from filing to closure. There were also fewer FADs issued by EEOC Administrative Judges during FY 05 which reduced the number of final actions developed by DLA EEO staff.

Notwithstanding this improvement, the Agency will address timeliness by executing a FAD inventory reduction initiative. That is, during FY 06, a specific effort will be made to eliminate any and all complaints that are pending final agency decisions from the DLA complaint inventory. This effort will involve the DLA Corporate EEO Office designating a full 30-60 days to focus on the issuance of final decisions **only**.

With the full deployment of *iComplaints*, the EEO Director will be able to monitor and exercise stewardship in all phases of the complaint process at the field activity level in a more efficient manner. The deployment of *iComplaints* will also allow the Corporate EEO Office to conduct quarterly review and analysis of complaint processing activities and provide feedback to DLA Field Activity (FA) Equal Employment Managers (EEMs) with regard to the timeliness of complaint processing.

Alternative Dispute Resolution Program

Through implementation of the DLA Alternative Dispute Resolution (ADR) Program for EEO disputes called "Reach Equitable Solutions Voluntarily and Easily (RESOLVE)," DLA has taken significant steps toward changing the way the Agency manages conflict. The RESOLVE Program strives to build a strong foundation for preventing destructive conflict and, when conflict occurs, bringing it to a conclusion that all parties perceive as fair and equitable. DLA's leadership understands that as a good business practice, resolving conflict early can help maintain or restore relationships both in the workplace and with users and recipients of DLA program services while at the same time avoiding the costs of litigation, administrative hearings, or investigations.

Review of the DLA Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints for FY 05 (EEOC Form 462) data revealed that in DLA, the resolution rate is relatively high for all cases that are referred through ADR. Participation in the RESOLVE Program during the informal stage of the complaint process was relatively low. However, the resolution rate during the informal stage (80%) was good. There was also a significant settlement rate (approximately 88%) for cases in the formal stage of the complaint process.

In light of the low ADR participation rates at the informal stage, DLA will continue to use every available forum to encourage employees to utilize early dispute resolution programs. (EEOC Form 462 for FY 05).

Employee Recognition and Awards

The employees of DLA are our most valuable asset. A review of the current data reveals that even though minority groups and individuals with disabilities receiving awards may seem disproportionate, the average amount received by each group seems equitable.

Net Changes in the Workforce by Race/Ethnicity, Sex and Disabilities

Black or African Americans

The representation of Black/African Americans in DLA (10.95% male and 11.93% female) exceeds the National Civilian Labor Force (NCLF) of 4.80% for males and 5.70% for females, however, DLA Black/African Americans are still underrepresented in DLA's Executive/Senior Level Occupational Category, 3.34% and 4.35%, respectively. Black/African American males are also underrepresented in the Operatives Occupational Category as they make up only 2.27% of that group. This deficiency has been identified as a barrier and DLA will continue to work to achieve full participation in employment by Black/African American males and females.

Women

Women (41.61%) are not adequately represented in the DLA workforce compared to their availability in the NCLF (46.80%). By occupational category, women comprise 31.89% of First-Level Officials/Managers (GS 12 and below); 38.22% of Mid-Level Officials/Managers (GS 13-14); 32.78% of Executive/Senior Level Officials/Managers (GS 15 and above); 5.64% of Craft Workers; 15.89% of Laborers and Helpers; and 4.94% of Service Workers. This deficiency has been identified as a barrier and DLA will continue to work to achieve full participation in employment by women.

Hispanics

The most significant net change occurred for male Hispanic employees with a net change of -7.34%. This consisted of a loss of 52 male Hispanic employees. Although we determined that the majority of male Hispanics who left DLA had been working at DLA's distribution depots, many of which have been impacted by OMB Circular A-76 competitive sourcing, we were unable to substantiate the number of male Hispanic losses resulting from A-76 privatization. This issue warrants additional analysis which will be developed during FY 06.

In September 2005, the Director, DLA took the unprecedented step to place the issue of Hispanic representation and participation in the DLA workforce on his top ten list of items monitored by the DLA Corporate Board on a monthly basis. As a result, efforts are currently underway to develop an agency-wide system of accountability that tracks, reports, and ensures management accountability regarding Hispanic recruitment, retention, and participation.

Overall, the representation of Hispanics in the DLA workforce (3.09% male and 1.54% female) is below the NCLF percentage (6.20% males and 4.50% females). Specifically, DLA does not have adequate representation of Hispanics in the Mid-Level Officials/Managers Occupational Category (GS 13-14) at 1.50% males and .88% females or Executive/Senior Level Officials/Managers Occupational Category (GS 15 and above) at 1.34% males and 1.00% females.

Disability

DLA is a leader in the Department of Defense as an employer of individuals with disabilities and maintains the best record of employment of individuals with targeted disabilities in DoD. However, we have identified the employment of individuals with disabilities as a problem area because of trends showing that we are losing ground. DLA's targeted disabled workforce had a net change of -4.84% from FY 04. DLA lost 22 targeted disabled employees in FY 05. DLA currently stands with a targeted disabled population of 2.04%, down from 2.12% in FY 04. Employment of individuals with targeted disabilities continues to decline and needs to be reversed. To reach DLA's goal of 3%, we will need to hire approximately 200 individuals with targeted disabilities.

In an effort to reverse these trends and to maintain and increase individuals with targeted disabilities in the DLA workforce the Corporate EEO Office is partnering with various HR staff to develop in-depth plans and goals to increase our employment of individuals with disabilities, specifically targeted disabilities.

During FY 05, DLA broke a new record in hiring 34 students from the Department of Labor/Department of Defense Workforce Recruitment Program (WRP) for College Students with Disabilities as compared to 31 in FY 04. Eight students with targeted disabilities out of 34 summer students with reportable disabilities were hired. One student with a targeted disability became a permanent hire out of five permanent hires with reportable disabilities. Also, the placement of graduate WRP students starting as summer hires resulted with three graduates being selected into the DLA Corporate Intern Program, which is a 2-year career ladder program in specific job series leading to the GS-11 level. Our employment statistics have not increased measurably despite the success of WRP.

At this time we are unable to identify a succinct barrier to employment of individuals with targeted disabilities in DLA as DLA is unable to capture statistics related to recruitment, hiring, career development, promotion and retention of individuals with targeted disabilities.

Summary of EEO Plan Action Items Implemented or Accomplished

In DLA's FY 04 Program Status Report, we identified several deficient areas and submitted plans of action for correcting them. The specific areas and actions taken to correct the deficiencies were as follows:

Essential Element A – Demonstrated Commitment from Agency, Leadership. Compliance Indicator 1 - EEO Policy Statements are up-to-date.

DLA EEO Policy Letters were signed and disseminated throughout the DLA workforce prior to or in close proximity to the March 2005 target date that was established. DLA subordinate directors and FA Commanders have also signed and posted EEO policies letters in FA workplaces, and have also posted them on their respective Web sites.

The plans to develop a uniform method of informing new employees of the DLA Web site location of Agency policy letters and to include copies of DLA's policy letters in supervisory training are still active with newly established target dates. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Essential Element A - Compliance Indicator 3 - Agency EEO policy is vigorously enforced by agency management.

Draft DLA reasonable accommodation procedures were posted for review in the One Book format required by DLA in November 2005. The comments received from the reviewers are currently being analyzed. Revised procedures will be submitted for the next coordinated review and posting to DLA's One Book. A new target date has been established. The remaining planned activities for this compliance indicator are still active with newly established target dates. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Essential Element B – Integration of EEO into the Agency's Strategic Mission. Compliance Indicator 2.

During FY 05, the DLA EEO staff contributed significantly to the Agency's strategic mission. EEO staff members have active membership and support in DLA working groups including the Enterprise Leader Development Program (ELDP) Working Group; the DLA Leadership Council; the HQ Supervisory Leadership Council; the Multi-Source Feedback Working Group, and the Detachment Care and Feeding WIPT. The EEO Director or designee also provide support to DLA Leadership/Culture Initiatives by providing review and feedback (written and oral) to Human Resources on the development of the DLA Mentoring Handbook; Competency Assessment Management Tool (CAMT); Learning Management System; Enhanced Supervisory Managerial Assessment Process (ESMAP); and the Succession Planning Program, as well as the Agency's Enterprise Initiatives. The EEO staff provided input and support to the DLA Strategic Management System

(SMS) by participating in the SMS Planners Group meetings, Balanced Scorecard, and Planning Conferences, and conducted a review of SMS planning documents and provided feedback.

The one remaining planned activity of a "State of the Agency" briefing conducted by the DLA EEO Director will be completed this year.

Essential Element B – Integration of EEO into the Agency’s Strategic Mission. Compliance Indicator 3 – and Compliance Indicator 4.

DLA has committed sufficient human resources and budget allocations to ensure successful operation of its EEO program. In FY 05, DLA invested in the necessary software to support workforce and complaint analysis. Two planned activities are still active as the software is not yet fully operational. New target dates for those two activities have been established. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Essential Element C - Management and Program Accountability - Compliance Indicator 2 - The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives.[29 CFR 1614.102(b)(3)].

The program deficiencies identified for this element have been corrected. The DLA EEO Director or her designee, and Director, Human Resources, or his designee, continue to meet regularly for the purpose of identifying barriers to equal opportunities as they relate to Agency personnel programs, policies, and procedures. During FY 05 the EEO Director and Director, Human Resources, or subordinate staff, effectively coordinated mutually shared program policies and concerns, including DLA Enterprise issues, employment programs and overall compliance with federal EEO/HR laws and regulations. While we have already acknowledged that the absence of a fully deployed workforce analysis tool has precluded us from probing statistical inferences and establishing a baseline for potential impact factors, we fully expect that this will be accomplished during FY 06.

Essential Element D – Proactive Prevention Compliance Indicator 1 - Analysis to identify and remove unnecessary barriers to employment are conducted throughout the year.

The FY 04 Program Status Report stated that DLA lacked an automated system to perform trend analyses of its workforce. Our objective was to provide trend analyses to managers on a regular basis and encourage increased interest and participation by managers to eliminate barriers/potential barriers to equal opportunity within their organizations. This program deficiency action plan is still active as DWAT is not yet fully functional. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Essential Element E – Efficiency Compliance Indicator 1 – The Agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.

During FY 05, the DLA Corporate EEO Office staff began development of a DLA EEO Program Evaluation Manual to enable members of the DLA Corporate EEO Office staff to perform staff assistance visits and assess the effectiveness of FA EEO Programs. The EEO Director and/or staff plan to begin conducting program evaluations of the field activities during FY 06. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Essential Element E – Efficiency Compliance Indicators 2 and 3 – The Agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency’s EEO Programs and has sufficient staffing, funding and authority to comply with the regulatory time frames for processing EEO complaints.

As mentioned previously in this and the FY 04 Program Status Report, the Agency lacks an automated system to evaluate the impact and effectiveness of its EEO program enterprise-wide. The stated objective was to address whether or not the Agency has effective systems in place to evaluate the trends of EEO complaints filed and the efficiency of the Agency’s complaint processing. The action items developed to correct this deficiency are still active as the automated system needed is not yet fully operational. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Essential Element E – Efficiency Compliance Indicators 4 and 5 – There is an efficient and fair resolution process and an effective system for evaluating the impact/effectiveness of the Agency’s EEO complaint processing program and for maintaining it.

The FY 04 Program Status Report stated that a program deficiency was that the Agency lacked an automated enterprise-wide complaint processing tool for trend analyses of EEO complaint resolution, complaint activity, complaint processing efficiency, and for accurate complaint processing reporting to the EEOC. Additionally, our stated objectives were to address whether or not the Agency has sufficient ADR training for managers, as well as an accurate and efficient system in place for complaint processing reporting to EEOC. During this reporting period, the DLA Corporate EEO Office staff was able to perform a manual statistical review and analysis of the FY 05 and previous 462 Reports that was sufficient to provide feedback regarding the Agency’s ADR program’s effectiveness. With the future deployment of *iComplaints* and DWAT, we have confidence that the DLA Corporate EEO Office will be better able to exercise stewardship of timely complaints processing. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Essential Element E – Efficiency Compliance Indicator 6 – The Agency ensures that the investigation and the adjudication function of its complaint resolution process are separate from its legal defense arm or other offices with conflicting or competing interests.

In our FY 04 Program Status Report, we stated that a program deficiency was that sufficiency reviews of various parts of the EEO complaint process are performed by the same functional unit that handles Agency representation in EEO complaints at some Agency Field Activity locations. Our stated objective was to evaluate the Agency’s need to ensure that the Office of General Counsel of the Agency/Field Activities and/or offices with competing interests do not have oversight of the Agency’s EEO program or aspects of it. The planned activities toward completion of this objective are still pending completion due to workload issues and budget constraints experienced by both the Corporate EEO Office and the DLA Office of General Counsel during FY 05 and are now planned to be worked into the DLA EEO program evaluations. New target dates have been established. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Essential Element F – Responsiveness and Legal Compliance. Compliance Indicator 3 – Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

In FY 04, we stated that a program deficiency existed in that Agency personnel working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility (Agency personnel can be from the legal, EEO, human resources functions, as well as Agency managers). Our stated objective was to evaluate the Agency’s need to develop training and/or include order compliance efficiency in performance standards and evaluations. The planned activities developed for this deficiency are still pending completion and will be worked into the DLA EEO Program Evaluations. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

Notable EEO Events/Activities Designed to Further the Goals and Objectives of the EEO Program

The Director, DLA, through the DLA Corporate EEO Office has exercised leadership in eliminating barriers to equal employment opportunity. While the specific plans will be categorically addressed in Parts H and I, the Agency initiated numerous proactive EEO activities and events during this reporting period that have contributed to the Agency becoming a Model EEO Program. The following noted accomplishments and events should be highlighted in summary to underscore this vision.

EEO Business Systems Modernization

The DLA Corporate EEO Office established a business case to purchase an EEO case management and tracking tool for the DLA Enterprise during the 1st and 2nd Qtrs., FY 05. The Agency completed the purchase

of *iComplaints* software and the implementation phase began during the 4th Qtr. The *iComplaints* software database was loaded into the DLA environment and undergoing the test and approval process as of September 30, 2005.

The DLA Corporate EEO Office identified the Department of Veterans Affairs (VA) workforce analysis tool to adapt in DLA to meet reporting requirements of EEOC MD-715 during the 1st Qtr. FY 05. The EEO Director sought and obtained Human Resources (HR) and Information Operations support to acquire the VA Tool, renamed "DLA Workforce Analysis Tool (DWAT)" during the 2nd Qtr. The Information Operations Office in Columbus, Ohio was assigned to deliver Phase I implementation of DWAT during the 3rd Qtr. FY 05. The first EEO User Testing of DWAT was underway as of September 30, 2005.

The U.S. Equal Employment Opportunity Commission (EEOC) Office of Federal Operations selected DLA to participate in an Appeal Pilot Program. EEOC began to transmit appeal correspondence to DLA electronically in May 2005. Also, DLA implemented the DOD Pilot Program to improve the EEO Complaint Process under the Floyd D. Spence National Defense Authorization Act for Fiscal Year 2001, Public Law 106-398. DLA received formal approval of its proposal for an expedited complaint process in October 2004.

During FY 05, the Agency also established the DLA Enterprise EEO Corporate Board (DEEC) that is comprised of DLA Enterprise EEO Managers. The DEEC Board serves to: (1) Foster customer relationship management of Equal Employment Opportunity principles across the enterprise and (2) Collaborate with DLA leaders to create and nourish an organizational climate built on the principles of inclusiveness and equity.

Special Emphasis Programs (SEP)

The Corporate EEO Office assumed leadership over formerly identified DLA Representation Initiatives pertaining to Hispanics, Black or African Americans, and Women (3rd Qtr). The EEO Director drafted and coordinated the DLA Director's memorandum to the Corporate Board announcing the program/policy shift from Human Resources to existing Special Emphasis Programs, i.e. Hispanic Employment Program (HEP), Black Employment Program (BEP), and Federal Women's Program (FWP). The Corporate EEO Office directed planned, marketed, and executed six major SEP events and initiatives that were delivered to DLA Employees at the Headquarters Complex. Additionally, the Corporate EEO Office directed the planning, development, and execution of DLA Workshop/Forum at three SEP Constituency Group Training Conferences (Perspectives on Employment of People with Disabilities National Conference – 1st Qtr; National IMAGE, Inc. Annual Training Conference-3rd Qtr; and Blacks in Government National Training Conference -4th Qtr).

DLA nominees were selected to represent DOD 4th Estate Agencies at the 2005 Blacks in Government (BIG) Civilian Meritorious Service Awards Ceremony.

Disability Employment Program

The Corporate EEO Office provided leadership focus and visibility for the WRP, enterprise-wide, and marketed/promoted participation in WRP as a pipeline for permanent jobs; participated in recruitment efforts at colleges and universities; participated in DOD's Operation Warfighter Program (OWF); and educated DLA's managers and supervisors regarding the benefits of utilizing the various non-competitive recruitment authorities available to all Federal Agencies. Additionally, the Corporate EEO Office marketed and launched the Washington Metropolitan Area Disability Services Web site (1st Qtr.).

DLA was awarded the Secretary of Defense Trophy for Employment of People with Disabilities for FY 2004. This honor was presented to the Director of DLA at the Department of Defense (DOD) Award Ceremony held in conjunction with the Annual Perspectives on Employment of People with Disabilities Conference. This was the 4th year in a row that DLA won the trophy, and the 8th time since inception of the award in 1993.

During FY 05, DLA achieved the largest ever participation in the WRP. There were 34 students hired: 27 funded by DOD and 7 funded by DLA. DLA was recognized as the third largest WRP employer in the Federal Government.

Hispanic Employment Program (HEP)

The Corporate EEO Office promoted and directed DLA's largest ever participation in Hispanic Association of Colleges and Universities (HACU) National Internship Program (NIP). DLA lead DOD in the number of HACU interns during FY 05. DLA employed 23 of 31 HACU Interns hired in DOD. The Corporate EEO Office provided leadership focus and visibility on HACU internships enterprise-wide and developed a 3-tier marketing strategy and communication plan for the DLA HACU Intern Program to be deployed in FY 06 as HACU is a pipeline for permanent jobs in DLA.

The Corporate EEO Office hosted the first ever video teleconference (VTC) with DLA HACU and WRP interns; intern supervisors; DLA EEO Managers, Hispanic Employment Program (HEP) Coordinators, and Disability Program Coordinators – 4th Qtr. During FY 05, the Agency also established the DLA HEP Roundtable (comprised of FA HEP Managers/Committee members) to plan, develop, and execute Hispanic employment initiatives.

The EEO Director developed and delivered a presentation to the DLA Corporate Board entitled, "Accountability for Hispanic Representation and Participation in the DLA Workforce" (4th Qtr.). As a result of this presentation, the DLA Director placed this issue on DLA's Top 10 priorities list.

Federal Women's Program (FWP)

The DLA Corporate EEO Office funded (\$167,787) and directed the planning, development, and execution of the 2005 DLA Program for Developing Managers, a competitive 4-week in-residence training opportunity for 15 DLA employees, in GS-12 and above positions, seeking to enter the leadership ranks.

Recruitment of Targeted Groups

DLA's Corporate Recruiter leads, guides, coordinates, and oversees the Agency's recruitment efforts. DLA plans to develop a professionally trained cadre of recruiters made up of individuals from the Human Resources and functional areas of DLA. The cadre works closely with the Corporate EEO Office. DLA presently recruits to fill positions at all grade levels at Hispanic sponsored events and job fairs/forums targeted to Hispanics and has established and published a schedule for targeted recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HSI's), Hispanic organizations, advocacy groups, and Hispanic professional organizations.

The Corporate EEO Office provided support to DLA recruitment activities by sponsoring/funding the DLA Disability Program Manager (DPM) to serve as DLA Recruiter for WRP and accompanied the Human Resources Corporate Recruiter to job fairs for the disabled. The Corporate EEO Office funded DLA advertising in "CAREERS & the DISABLED Magazine" and sponsored an EEO employee to attend a DLA Behavioral Based Interviewing Train the Trainer Course. The Corporate EEO Office also funded the Defense Supply Center Philadelphia (DSCP) EEM to attend the DOD Recruitment Conference and funded a Patron Level Sponsorship at the 17th Annual HENAAC Conference and Career Fair.

When fully implemented, DLA's Human Capital Initiatives will posture DLA to attract, develop, and maintain a workforce that is reflective of our Nation's diversity to support achievement of the Agency mission.

EEO Education Initiative

The Corporate EEO Office purchased and distributed the book entitled "The Federal Employee's Guide to EEO" to all DLA employees through the DLA FA EEO Offices (1st Qtr.). The Corporate EEO Office also purchased complaints processing reference books/materials for EEO managers and FA EEO specialists (4th Qtr) and funded the DLA Enterprise Support (DES) development of a 5-minute video regarding alternative dispute resolution in DLA.

EEOC FORM
715-01 PART F

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

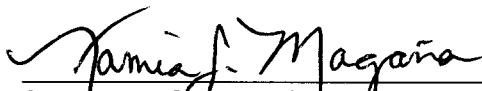
CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Famia J. Magana (GS-260-15), am the Director of Equal Employment Opportunity for the Defense Logistics Agency.

The Agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was or will be conducted at a later date. As appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

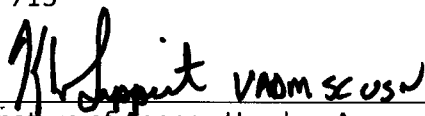
During this reporting period, the Agency was able to conduct an analysis of its work force profiles as required by the U.S. Equal Employment Opportunity Commission. However, the Defense Logistics Agency still does not have a fully operational automated system containing 2000 Census Bureau statistics. With the impending deployment of DWAT and *iComplaints*, the Agency will have the capability of performing a more thorough analysis of its workforce and complaints processing in the very near future. A more complete barrier analysis will be conducted when the aforementioned automated systems are fully functional and additional EEO Plans to Eliminate Identified Barriers will be included in the DLA Federal Agency Annual EEO Program Status Report for FY 06.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO
MD-715

Date
1/25/06



Signature of Agency Head or Agency Head Designee

Date
1/30/06

EEOC FORM
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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 05 - Defense Logistics Agency

Essential Element A – Demonstrated Commitment from Agency Leadership

Compliance Indicator 1 - EEO Policy Statements are up-to-date.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Continuance of issuing policy statements at the change of an Agency Head; lacking consistent method to inform new supervisors/employees of Agency EEO Policy Statements or directing them to their location on the DLA Web site.	
OBJECTIVE:	To update current EEO Policy statements annually and develop method of informing new employees and new supervisors.	
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity	
DATE OBJECTIVE INITIATED:	1/31/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/06	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. Meet with appropriate Human Resources staff to discuss including a copy of the DLA EEO Policy Statement in DLA's New Supervisor Training Manual.		9/30/06
2. Develop method to inform all employees of location of the EEO Internet Web site where the policy statements are posted.		9/30/06

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

EEO policy statement was developed and sent to Director's staff for signature. In our previous report, we stated that the Agency was deficient in the continuance of issuing policy statements at the change of an Agency Head; lacking consistent method to inform new supervisors/employees of Agency EEO Policy Statements or directing them to their location on the DLA Web site. Our objective was to update current EEO Policy statements annually and develop method of informing new employees and new supervisors. This program deficiency was corrected in that DLA EEO Policy Letters were signed and disseminated throughout the DLA Workforce via posting in prominent places and on the Agency's Web site prior to the March 2005 target date that we had established.

We also stated that our planned activities were for EEO staff to meet with the appropriate Human Resources staff to discuss including a copy of the DLA EEO Policy Statement in DLA's New Supervisor Training Manual by June 30, 2005. Another planned activity was to develop a method to inform all employees of the location of the EEO Internet Web site where the policies are posted by July 30, 2005. These planned activities were not accomplished during this reporting period. As a result, we will revisit these activities during FY 06.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 05 - Defense Logistics Agency

Essential Element A – Demonstrated Commitment from Agency Leadership

Compliance Indicator 2 - Agency EEO policy is vigorously enforced by agency management.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	DLA Reasonable Accommodation Procedures are not updated and published. Plan to inform workforce and train managers needs to be developed.	
OBJECTIVE:	To finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and managers/supervisors understand their responsibilities under the new procedures.	
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Field Activity EEO Managers; DLA Training Center Officials	
DATE OBJECTIVE INITIATED:	1/31/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/06	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Review comments received from stage 1 One Book procedures; finalize draft procedures in One Book Format.; coordinate for approval by DLA functional areas; publish final version in One Book.	10/01/06	
2. Inform workforce of new procedures via written communication; HQ Messenger; DLA Today and Tomorrow.	9/30/06	
3. Conduct local seminars/discussions with all segments of DLA workforce.	1/30/07 - 9/30/07	
4. Incorporate the new procedures into the DLA Supervisory Training Course.	1/30/07	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
We also stated as a deficiency that DLA Reasonable Accommodation Procedures were not updated and published. We stated that a plan to inform the workforce and train managers needed to be developed. As an objective, we were to finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and that managers/supervisors understood their responsibilities under the new procedures. This program deficiency has been partially corrected. Draft DLA reasonable accommodation procedures were posted for review on the DLA One Book Web site in November 2005. The comments received are being reviewed for concurrence/inclusion or non-concurrence. After revisions are made, the procedures will be submitted for a second review and concurrence by DLA functional areas; finalized and posted to DLA's One Book Web site.		

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 05 - Defense Logistics Agency

Essential Element B – Integration of EEO into the Agency’s Strategic Mission

Compliance Indicator 2 - The EEO Director and other EEO professional staff responsible for EEO programs have regular/effective means of informing the Agency Head/senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel decisions as they are being deliberated.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	"State of the Agency" briefing; EEO Officials are not consistently involved in the deliberations of decisions regarding Agency recruitment strategies, vacancy projections, succession planning, and/or other major workforce changes that might impact specific groups.	
OBJECTIVE:	For the Director of EEO to deliver a "State of the Agency Briefing" annually and to become more involved in Human Resource decisions that have a long term impact on equal opportunity of employees within DLA.	
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Director of Human Resources	
DATE OBJECTIVE INITIATED:	1/31/05	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/30/06	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. Develop a "State of the Agency" briefing related to the six elements of a model EEO program as identified by EEOC; meet with HR Official to discuss/develop initiatives that can address the identified deficiencies.	12/30/06	
2. Deliver the brief to the Vice Director, DLA and appropriate HR officials, sharing the EEO/HR developed initiatives to address the deficiencies.	12/30/06	
3. Institute the initiatives; track and analyze the outcome of the initiatives for modification/elimination.	1/30/07	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>While the EEO Director was not able to deliver a "State of the Agency" briefing, the Director EEO or designees did provide support to the Agency's Enterprise Initiatives. Specifically, EEO staff provided input and support to the DLA Strategic Management System (SMS). Also, EEO staff attended and participated in the SMS Planners Group meetings, Balanced Scorecard, and Planning Conferences and conducted a review of SMS planning documents and provided feedback. Also, EEO staff has active membership and support in DLA working groups including the Enterprise Leader Development Program (ELDP) Working Group; the DLA Leadership Council; the HQ Supervisory Leadership Council; the Multi-Source Feedback Working Group and the Detachment Care and Feeding WIPT. The EEO Director, or designee, also provides support to DLA Leadership/Culture Initiatives by providing review and feedback (written and oral) to Human Resources on the development of the DLA Mentoring Handbook; Competency Assessment Management Tool (CAMT); Learning Management System; Enhanced Supervisory Managerial Assessment Process (ESMAP); and the Succession Planning Program. The EEO Director will conduct a "State of the Agency" briefing, however, sometime during the next reporting period.</p>		

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 05 - Defense Logistics Agency

Essential Element B - Integration of EEO into the Agency's Strategic Mission

Compliance Indicator 3 - The Agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

Human resource allocations and budget allocation for EEO programs are not consistent across the Agency.

OBJECTIVE:

Determine the impact insufficient human and financial resources have on the realization of equal employment opportunity at DLA.

RESPONSIBLE OFFICIAL:

Director of Equal Employment Opportunity; Director of Human Resources; Field Activity Equal Employment Managers

DATE OBJECTIVE INITIATED:

1/31/05

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

9/30/06

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

During FY 05, the DLA Corporate EEO Office surveyed all DLA EEO Field Activities through a "Data Call" to respond to the current status of these identified deficiencies in order to ascertain the current status of this issue. As a result of the EEO Director's "Data Call," all activities reported that they were provided the funding to ensure implementation of the Agency EEO action plans to improve efficiency and/or eliminate identified barriers to the realization of Equal Opportunity. Consequently, this deficiency has been corrected.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 05 - Defense Logistics Agency

Essential Element B - Integration of EEO into the Agency's Strategic Mission

Compliance Indicator 4 - The agency has committed sufficient budget to support the success of its EEO Programs.

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

Inconsistent financial support of the EEO program across the Agency.

OBJECTIVE:

To determine the extent of the deficiencies and develop relative course of action.

RESPONSIBLE OFFICIAL:

Director of Equal Employment Opportunity; Field Activity Equal Employment Managers

DATE OBJECTIVE INITIATED:

1/31/05

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

9/30/06

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

1. Finalize the installation of the workforce analysis tool obtained from the Department of Veterans Affairs (now called the DLA Workforce Analysis Tool (DWAT)) to enable consistent analysis enterprise-wide.

9/30/06

2. Track and analyze the outcome of the initiatives for modification/elimination.

12/30/06

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This plan of action has been partially completed. During this reporting period, the EEO Office established a business case to purchase an EEO case management and tracking tool for DLA Enterprise during 1st and 2nd Qtr. FY 05. The Agency completed the purchase of *iComplaints* software and the implementation phase began during the 4th Qtr. FY 05. *iComplaints* software database was loaded into the DLA environment and undergoing the test and approval process as of September 30, 2005.

The DLA Corporate EEO Office identified the Department of Veterans Affairs (VA) workforce analysis tool to adapt in DLA to meet reporting requirements of EEOC MD-715 during the 1st Qtr. FY 05. The EEO Director sought and obtained Human Resources (HR) and Information Operations support to acquire VA Tool, renamed "DLA Workforce Analysis Tool (DWAT)" during the 2nd Qtr. FY 05. The Information Operations Office in Columbus, Ohio was assigned to deliver Phase I implementation of DWAT during the 3rd Qtr. FY 05. The first EEO User Testing of DWAT was underway as of September 30, 2005. Full implementation of this tool is to occur in FY 06.

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 05 - Defense Logistics Agency

Essential Element C - Management and Program Accountability

Compliance Indicator 2 - The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [29 CFR 1614.102(b)(3)]

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Barrier analyses methods/procedures for the Agency's Merit Promotion Program Policy, Employee Recognition Awards Program and Employee Development/Training Programs are lacking.
OBJECTIVE:	Develop communication and coordination mechanism between HR and EEO for HR programs that impact employee perception of equal opportunity.
RESPONSIBLE OFFICIAL:	Director of Human Resources; Director of Equal Employment Opportunity
DATE OBJECTIVE INITIATED:	1/31/05
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/06

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Track and analyze outcome of meetings to determine effectiveness and the need for any changes.	9/30/06

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

FY 04 Planned Activity 1 has been accomplished. The EEO Director, or her designee, and Director, Human Resources, or his designee, shall continue to meet regularly for purposes of the identification of barriers to equal opportunities as they relate to Agency personnel programs, policies, and procedures. As stated above, during FY 05 the EEO Director and Director, Human Resources or subordinates staff effectively coordinated mutually shared program policies and concerns, including DLA Enterprise issues, employment programs and overall compliance with federal EEO/HR laws and regulations.

FY 04 Planned Activity 2 has also been accomplished. Specifically, while we have already acknowledged that the absence of a fully deployed workforce analysis tool has precluded us from probing statistical inferences and the establishment of a baseline for potential impact factors, we can fully expect that this deficiency will be eliminated during FY 06 with the imminent full deployment of DWAT.

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 05 - Defense Logistics Agency

Essential Element D - Proactive Prevention

Compliance Indicator 1 - Analysis to identify and remove unnecessary barriers to employment are conducted throughout the year.

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

At this time, DLA lacks an automated tool to perform trend analyses of its workforce.

OBJECTIVE:

Provide trend analyses to managers on a regular basis and encourage increased interest and participation by managers to eliminate barriers/potential barriers to equal opportunity within their organizations.

RESPONSIBLE OFFICIAL:

Director of Equal Employment Opportunity; Director of Human Resources; Field Activity EEO Managers; DLA Senior Leaders.

DATE OBJECTIVE INITIATED:

1/31/05

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

9/30/06

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

1. Utilize the DLA Workforce Analysis Tool (once installed) and provide trend analyses to managers on a regular basis (regular basis to be determined).

9/30/06

2. Analyze workforce trends to determine if managers are using this information when making decisions.

1/30/07

3. Evaluate the trends at end of year; develop briefings to each Senior Leader; hold Senior Leader's managers accountable.

12/30/07

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The DLA Workforce Analysis Tool has been installed but is still not fully operational. Target dates have been adjusted.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 05 - Defense Logistics Agency

Essential Element E – Efficiency

Compliance Indicator 1 – The Agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

Agency is lacking a workforce analysis tool to track information required by MD-715; inconsistent analytical capabilities of EEO personnel enterprise-wide.

OBJECTIVE:

Address whether or not the Agency has effective tool in place to evaluate the impact and effectiveness of the Agency's EEO Programs.

RESPONSIBLE OFFICIAL:

Director of Equal Employment Opportunity; Field Activity EEO Managers.

DATE OBJECTIVE INITIATED:

1/31/05

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

9/30/06

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

1. Utilize the DLA Workforce Analysis Tool (once installed) which will track information required by MD-715.

9/30/06

2. Develop an EEO Program Management (EPM) Evaluation Manual; establish an EPM Evaluation Team; develop an evaluation schedule for calendar 2006.

3/01/06

3. Identify where deficiencies exist to either develop training for EEO personnel or ensure that EEO personnel take available training relative to workforce analysis.

9/30/06

4. Establish a method to evaluate the timeliness of processing requests for reasonable accommodation.

9/30/06

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This program deficiency is still active with modified target dates. Planned Activity 1 is not yet complete nor is Planned Activity 4. Regarding Planned Activities 2 and 3, during FY 05, the Corporate EEO Office staff began development of an EEO Program Evaluation Manual to enable Corporate EEO Staff to perform staff assistance visits and assess the effectiveness of FA EEO Programs. The Director EEO and/or staff plan to begin conducting program evaluations of the field activities during FY 06. Also, as has been exhaustively mentioned in this and the previous program status report, the full deployment of *iComplaints* and DWAT will provide pertinent information with regard to the assessment of EEO/Human Resource program effectiveness.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 05 - Defense Logistics Agency

Essential Element E – Efficiency

Compliance Indicators 2 and 3 – The Agency has an effective complaint tracking and monitoring tool in place to increase the effectiveness of the agency's EEO Programs and has sufficient staffing, funding and authority to comply with the regulatory time frames for processing EEO complaints.

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

Agency lacks an automated tool to evaluate the impact and effectiveness of its EEO program enterprise-wide.

OBJECTIVE:

Address whether or not the Agency has effective tools in place to evaluate the trends of EEO complaints filed and the efficiency of the Agency's complaint processing.

RESPONSIBLE OFFICIAL:

Director of Equal Employment Opportunity; Field Activity EEO Managers.

DATE OBJECTIVE INITIATED:

1/31/05

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

9/30/06

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

1. Evaluate the amount of time it takes each Field Activity to process complaints while in each phase of the process, in a consistent manner.

12/30/06

2. Evaluate the amount of time it takes the DOD Office of Complaints Investigation (OCI) to investigate complaints; develop method to address deficiencies identified; work toward decreasing the amount of time it currently takes.

12/30/06

3. Develop a system to monitor EEOC training requirements for counselors and investigators.

9/30/06

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Planned Activity 1 is somewhat accomplished. The agency purchased an automated discrimination case management and information tracking tool (*iComplaints*) that is in the initial deployment phase. Currently, DLA EEO and IT staff are testing and "debugging" this tool and the Agency is expected to fully deploy it by the 4th Qtr. FY 06. Once these tools have been fully deployed, DLA will be able to conduct an extensive workforce analysis to identify the specific barriers, as well as more complete action items and plans for elimination of them to be reported in the 2006 Federal Agency Annual EEO Program Status Report.

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 05 - Defense Logistics Agency

Essential Element E – Efficiency

Compliance Indicators 4 and 5 – There is an efficient and fair resolution process and an effective system for evaluating the impact/effectiveness of the Agency's EEO complaint processing program and for maintaining it.

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

Lack of an automated enterprise-wide complaint processing tool for trend analyses of EEO complaint resolution, complaint activity, complaint processing efficiency, and for accurate complaint processing reporting to the EEOC

OBJECTIVE:

Address whether or not the Agency has sufficient ADR training for managers; as well as an accurate and efficient tool in place for complaint processing and barrier analysis reporting to EEOC.

RESPONSIBLE OFFICIAL:

Director of Equal Employment Opportunity; DLA ADR Counsel

DATE OBJECTIVE INITIATED:

1/31/05

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

9/30/06

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

1. Determine if ADR training for managers and supervisors is mandatory; discuss additional marketing initiatives.

4/30/06

2. Utilize that portion of the DLA Workforce Analysis Tool (DWAT) that tracks recruitment efforts to identify potential barriers in accordance with MD-715 standards.

9/30/06

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This planned action has been partially accomplished. Planned Activity 1 is still active. Planned Activity 2 of the 2004 Annual Report is complete in that the Agency purchased an automated discrimination case management and information tracking tool (*iComplaints*) that is currently in the initial deployment phase. Regarding Planned Activity 3 of the 2004 Annual Report, which is now Planned Activity 2, above, we are presently in the first phase of the implementation of the DLA Workforce Analysis Tool (DWAT). Currently, DLA EEO and IT staff are testing and "debugging" these tools, and the Agency is expected to fully deploy them by the 4th Qtr. FY 06.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 05 - Defense Logistics Agency

Essential Element E - Efficiency

Compliance Indicator 6 - The Agency ensures that the investigation and the adjudication function of its complaint resolution process are separate from its legal defense arm or other offices with conflicting or competing interests.

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

Sufficiency reviews of various parts of the EEO complaint process are performed by the same functional unit that handles Agency representation in EEO complaints at some Agency Field Activity locations.

OBJECTIVE:

Evaluate the Agency's need to ensure that the Office of General Counsel of the Agency/Field Activities and/or offices with competing interests do not have oversight of the Agency's EEO program or aspects of it.

RESPONSIBLE OFFICIAL:

Director of Equal Employment Opportunity; Office of General Counsel

DATE OBJECTIVE INITIATED:

1/31/05

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

9/30/06

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

1. Evaluate/identify the type of interaction the Office of General Counsel has with Agency Field Activity EEO Offices

9/30/06

2. Evaluate the need for identified types of interaction between the Office of General Counsel and the Agency Field Activity EEO Offices.

9/30/06

3. Define an enterprise-wide approach to the extent practicable of Office of General Counsel involvement with EEO processing review.

9/30/06

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The Planned Activities for this deficiency have not been accomplished. The target dates have been modified. As the DLA Corporate EEO Office plans to conduct on-site program evaluations of DLA EEO Field Activities during FY 06, these planned activities will be worked into each program evaluation.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 05 - Defense Logistics Agency

Essential Element F – Responsiveness and Legal Compliance

Compliance Indicator 3 – Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

Agency personnel* working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility.

(*Agency personnel can be from the legal, EEO, human resources functions, as well as managers.)

OBJECTIVE:

Evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations.

RESPONSIBLE OFFICIAL:

Director of Equal Employment Opportunity; Field Activity EEO Managers

DATE OBJECTIVE INITIATED:

1/31/05

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

9/30/06

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:

TARGET DATE
(Must be specific)

1. Determine if formal training exists for this aspect of EEO complaint processing; determine if internal development would be advantageous.

9/30/06

2. Determine if the Agency's compliance processing time can be evaluated through the use of iComplaints.

9/30/06

3. Determine if a change in Agency performance standards/evaluations would impact the efficiency of the Agency's compliance efforts.

9/30/06

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The planned activities developed for this deficiency are still pending completion. The target dates have been modified. As the DLA Corporate EEO Office plans to conduct on-site program evaluations of DLA EEO Field Activities during FY 06, these planned activities will be worked into each program evaluation.

EEOC FORM
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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

<p style="text-align: center;">FY 05 Defense Logistics Agency</p>	
<p>Barrier 1</p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>A review of our statistics on employment of people with disabilities indicates that although we have slightly surpassed the Department of Defense goal of 2% for the hiring of targeted disabled people, we have not achieved our own goal of 3% and our numbers are decreasing rather than increasing. Additionally, DLA has not come close to hiring the 1,536 disabled employees it planned to hire by the end of FY 05 in accordance with Executive Order 13163, <i>Increasing the Opportunity for Individuals with Disabilities to be Employed in the Federal Government</i> (July 26, 2000).</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>A review of the number of disabled employees we have hired each Fiscal Year since October 2000; a review of the number of applications received through the Agency's Automated Staffing Program (ASP), in other words, the number of opportunities managers had to select people with disabilities; a count of the number of unsolicited applications received from disabled people interested in working for the Defense Logistics Agency.</p>
<p>STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>This cannot be fully identified at this time. A more complete analysis will be performed with the installation of the DLA Workforce Analysis Tool, but unless DLA begins to capture merit promotion and internal competitive promotion data for DLA's major occupations, DLA may never be able to perform a complete analysis to determine if a barrier exists.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The DLA Corporate EEO Office and the Human Resources Office have been meeting on a regular basis. Objectives will be discussed and plans developed to address this situation.</p> <p>Alternative practices currently include continuing education of managers and supervisors; outreach efforts to colleges and universities and marketing DLA to the disabled community.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director of Human Resources; Director of Equal Employment Opportunity</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>April 1, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2007</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 06; see objective above.	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p data-bbox="71 474 1490 562">During FY 05, the Corporate EEO Office directed DLA's largest ever participation in the Workforce Recruitment Program (WRP) for College Students with Disabilities – 34 total, 27 funded by DOD and 7 funded by DLA. The Corporate EEO Office:</p> <ul data-bbox="120 596 1555 810" style="list-style-type: none"> • Provided leadership focus and visibility for WRP enterprise-wide. • Marketed/promoted participation in WRP as pipeline for permanent jobs in DLA. • Demonstrated DLA commitment to WRP by exceeding prior year record (30). • Fostered collaborative working relationships with DOD Disability Program Manager and Department of Labor Disability Employment Policy regarding WRP. • Led by example: provided EEO funding to hire a WRP student. • Centrally managed the WRP hiring and reporting process for the DLA enterprise. <p data-bbox="71 842 1528 961">The Corporate EEO Office provided support to DLA recruitment activities by sponsoring/funding the DLA Disability Program Manager (DPM) to serve as DLA Recruiter for WRP – 2nd Qtr. The DPM also accompanied the Human Resources Corporate Recruiter to job fairs for the disabled (2nd Qtr.). The Corporate EEO Office funded DLA advertising in <i>CAREERS & the DISABLED Magazine</i> (1st and 2nd Qtrs.).</p> <p data-bbox="71 993 1520 1081">The Corporate EEO Office also marketed and launched the Washington Metropolitan Area Disability Services Web site (1st Qtr). Other accomplishments in this area include the marketing and launching of the DOD Wounded Service Member Program, in collaboration with the Human Resources Office.</p> <p data-bbox="71 1113 1552 1201">DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA plans to develop a professionally-trained cadre of recruiters made up of individuals from the Human Resources and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office.</p>	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

FY 05 Defense Logistics Agency	
Barrier 2	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	DLA is unable to meet Essential Element E: Efficiency because the DLA Equal Employment Opportunity Office does not have an enterprise-wide automated discrimination complaint tracking system. This condition was recognized as a potential barrier when the realization that every one of our Field Activity EEO Offices track their complaint processing timeframes in a different manner, thereby compromising the accuracy of the data they provide for the quarterly NoFEAR Report as well as the data provided to the U.S. Equal Employment Opportunity Commission for the Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462).
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	During the preparation of the 462 reports over the past few years, there was a significant amount of time spent correcting the initial data provided by our field activities because information in one portion of the reports did not match corresponding data fields in different portions of the report. Additionally, the NoFEAR reporting requirements do not match the 462 report, thereby causing confusion as to how to count days in certain parts of the NoFEAR Report as well as what to count.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The lack of a fully operational automated system that produces consistent, accurate data from all of our field activities continues to be a barrier to DLA being able to ensure accurate discrimination complaint data as well as perform any type of complaint trend analysis.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To fully deploy <i>iComplaints</i> which will enable DLA to meet Essential Element E: Efficiency.
RESPONSIBLE OFFICIAL:	Director, Defense Logistics Agency
DATE OBJECTIVE INITIATED:	April 1, 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2006

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Deploy <i>iComplaints</i> throughout DLA.	9/30/06
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>This planned activity is modified.</p> <p>Since the last report, the EEO Office established a business case to purchase an EEO case management and tracking tool for DLA Enterprise during 1st and 2nd Qtr FY 05. The Agency completed the purchase of <i>iComplaints</i> software and the implementation phase began during the 4th Qtr. FY 05. The <i>iComplaints</i> software database was loaded into the DLA environment and underwent the test and approval process as of September 30, 2005. Once this tool is fully deployed, DLA will be able to produce reports that contain accurate discrimination complaint data for a variety of complaint trend analyses.</p>	

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY 05 Defense Logistics Agency	
Barrier 3	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	DLA was unable to meet Essential Element E: Efficiency because the DLA does not have an enterprise-wide automated workforce or program analysis tool. This condition was recognized as a potential barrier when it was realized that DLA could not perform the required workforce analysis to determine if barriers existed quickly and efficiently.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	A review of the tables and analyses required by this report as well as the data contained in the Agency's workforce analysis tool used in previous years verified that the various program analyses as well as workforce analysis, using the 2000 Census Bureau Relevant Civilian Labor Force (RCLF) statistics, was not easily attainable.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The lack of an automated system that produces the various workforce analyses required by this report. For the FY 05 report, DLA's Human Resources Office provided the statistics for 18 of the 28 tables required by the U.S. Equal Employment Opportunity Commission to the DLA Corporate EEO Office. DLA does not capture data for 10 of those tables. Each DLA Field Activity EEO Office requested the same data for their workforce. That equates to approximately 126 tables generated by DLA's Human Resources Office.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To deploy the GOTS workforce analysis tool developed by the Department of Veterans Affairs to enable DLA to perform the various workforce and program analysis required by this report easily and expeditiously.
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Director of Human Resources; Executive Director, Enterprise Solutions.
DATE OBJECTIVE INITIATED:	November 15, 2004
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2006

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Deploy DLA Workforce Analysis Tool to Agency Human Resources and Equal Employment Offices.	9/30/06
2. Deploy DLA Workforce Analysis Tool throughout DLA for use by managers/supervisors.	9/30/06

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This planned activity is modified. The DLA Corporate EEO Office Identified the Department of Veterans Affairs (VA) workforce analysis tool to adapt in DLA to meet reporting requirements of EEOC MD-715 during the 1st Qtr. FY 05. The DLA EEO Director sought and obtained Human Resources (HR) and Information Operations support to acquire the VA Tool, renamed "DLA Workforce Analysis Tool (DWAT)" during the 2nd Qtr. FY 05. The Information Operations Office in Columbus, Ohio was assigned to deliver Phase I implementation of DWAT during the 3rd Qtr. FY 05. The first EEO User Testing of DWAT was underway as of September 30, 2005.

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

<p style="text-align: center;">FY 05 Defense Logistics Agency</p>	
<p>Barrier 4</p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>A review of our statistics regarding employment of Hispanic/Latino people indicates that DLA has not made any progress in this area.</p> <p>This condition was recognized as a barrier through a review/analysis of available workforce statistics.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The Agency reviewed its Hispanic Employment statistics contained in Table A1, attached. The statistics revealed that DLA had a net change of -7.37 for Hispanic males and no change for Hispanic females. Additionally, Hispanics are not adequately represented in five of the Agency's seven major occupations/series which are 1102, 301, 2210, 2005, and 2010.</p>
<p>STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>This barrier cannot be fully identified at this time. A more complete analysis will be performed with the installation of the DLA Workforce Analysis Tool.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase the representation of Hispanic/Latinos in the DLA Workforce. The DLA Equal Employment Opportunity Office and the DLA Recruiter from the Human Resources Office began meeting on a regular basis this Calendar Year. A recruiting initiative is in development.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director of Human Resources; Director of Equal Employment Opportunity</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>April 1, 2005</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2006 (Ongoing and Continuous)</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 05; see objective above.	September 30, 2006 and Continuing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>To address this concern, DLA presently recruits to fill positions at all grade levels at Hispanic sponsored events and job fairs/forums targeted to Hispanics and has established and published a schedule for targeted recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HSI's), Hispanic organizations, advocacy groups and Hispanic professional organizations.</p> <p>DLA's Corporate Recruiter leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA plans to develop a professionally trained cadre of recruiters made up of individuals from the Human Resources and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office.</p> <p>To address the issue of a lack of Hispanics in the DLA workforce as well as other targeted groups, during 2002 DLA adopted a 3-Phase BSC Learning and Growth Quadrant Initiative for Representation: Phase I – REAL (Recruitment, Employment and Advancement for Latinos); Phase II – LEAP (Leveraging Efforts for African-American Progression); and Phase III – FORWARD (FOR Women's Advancement and Recognition at DLA). The effort has been collectively referred to as the DLA Representation Initiatives. Phase I and the REAL action plan were announced April 23, 2002, with a primary focus on leadership commitment and recruitment. Most of the actions established under the auspices of the representation initiatives have been completed. The remaining actions were either overcome by events or subsumed by other human capital initiatives developed simultaneously to facilitate DLA's strategic management of human capital. When fully implemented, DLA's Human Capital Initiatives will posture DLA to attract, develop, and maintain a workforce that is reflective of our Nation's diversity to support achievement of the Agency mission.</p> <p>It should also be noted that the Director issued a memorandum to DLA Senior Leadership announcing the realignment of the representation initiatives. Since the success of the realignment is dependent upon active support of Agency leadership, the memorandum encouraged leadership to allow their workforce to participate as members of SEP committees, working groups, and advisors to EEO and Human Resources in the development and implementation of tools that will assist in meeting the Agency's goals.</p>	

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY 05 Defense Logistics Agency	
Barrier 5	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p>A review of our available statistics regarding employment of Black/African American people indicates that DLA has not obtained diverse representation of this group in the Senior Executive Service (currently 3.34% for Black/African American males; 4.35% for Black/African American females) and in Operative occupations (2.27% for Black/African American Males).</p> <p>This condition was recognized as a barrier through a review/analysis of available workforce statistics.</p>
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Although we cannot conduct a complete and thorough workforce analysis based upon the incomplete deployment of a workforce analysis tool, the DLA Human Resources office was able to obtain EEOC's required workforce statistics from the Human Resources Management Information System (HRMIS).
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	This cannot be fully identified at this time. A more complete analysis will be performed with the installation of the DLA Workforce Analysis Tool.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	The DLA Equal Employment Opportunity Office and the Human Resources Office will address this issue during FY 06. It should be noted that DLA's overall workforce reflects that the Agency has accomplished diversity in this area in nearly all grades and occupations. Efforts to eliminate any and all barriers to equal opportunity in this area, however, will be addressed.
RESPONSIBLE OFFICIAL:	Director of Human Resources; Director of Equal Employment Opportunity
DATE OBJECTIVE INITIATED:	January 1, 2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2006

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 06; see objective above.	September 30, 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p data-bbox="61 367 1550 615">To address the issue of a lack of diversity of Black or African Americans in the DLA workforce as well as other targeted groups, during 2002, DLA adopted a 3-Phase BSC Learning and Growth Quadrant Initiative for Representation: Phase I – REAL (Recruitment, Employment and Advancement for Latinos); Phase II – LEAP (Leveraging Efforts for African-American Progression); and Phase III – FORWARD (FOR Women’s Advancement and Recognition at DLA). The effort has been collectively referred to as the DLA Representation Initiatives. Most of the actions established under the auspices of the representation initiatives have been completed. The remaining actions were either overcome by events or subsumed by other human capital initiatives developed simultaneously to facilitate DLA’s strategic management of human capital.</p> <p data-bbox="61 640 1528 737">In the 4th Qtr. FY 05, the DLA Corporate EEO Office directed, planned, marketed and executed its first African American Male Leadership Symposium (AAMLDS). The AAMLDS was a 3-day symposium that was attended by 48 DLA employees and was well received by all of them.</p> <p data-bbox="61 762 1466 835">When fully implemented, DLA’s Human Capital Initiatives will posture DLA to attract, develop, and maintain a workforce that is reflective of our Nation’s diversity to support achievement of the Agency mission.</p>	

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

<p style="text-align: center;">FY 05 Defense Logistics Agency</p>	
<p>Barrier 6</p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>Women are not adequately represented in the workforce in several areas including First-Level Officials/Managers Occupational Category (GS 12 and below) at 31.89%; Executive/Senior Level Official/Managers Occupational Category (GS 15 and above) at 32.78%; as Craft Workers at 5.64%; Laborers and Helpers at 15.89%; and as Service Workers at 4.94%. The NCLF for females is 46.80%.</p> <p>This condition was recognized as a barrier through a review/analysis of available workforce statistics.</p>
<p>BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Although we cannot conduct a complete and thorough workforce analysis based upon the incomplete deployment of a workforce analysis tool, the DLA Human Resources office was able to obtain EEOC's required workforce statistics from the Human Resources Management Information System (HRMIS).</p>
<p>STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>This cannot be fully identified at this time. A more complete analysis will be performed with the installation of the DLA Workforce Analysis Tool.</p>
<p>OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The DLA Equal Employment Opportunity Office and the Human Resources Office will address this issue during FY-06.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Director of Human Resources; Director of Equal Employment Opportunity</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>January 1, 2006</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2006</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 06; see objective above.	September 30, 2006

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The Corporate EEO Office funded and directed the planning, development, and execution of the 2005 DLA Program for Developing Managers. The Program for Developing Managers is managed under the auspices of the DLA Federal Women's Program. It is a competitive 4-week in-residence training program that was initially designed to increase leadership skills in women and increase their competitiveness for leadership positions within DLA. The program has since evolved and is now open to all employees at DLA. During FY 05, 15 DLA employees (14 of which were females) in GS-12 and above positions completed this developmental program and are now far better able to compete for leadership positions.

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

PART I Department or Agency Information	1. Agency	1. Department of Defense					
	1.a. 2 nd Level Component	1.a. Defense Logistics Agency					
	1.b. 3 rd Level or lower	1.b.					

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	beginning of FY 2003		end of FY 04		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	21,428	100.00%	21,195	100.00%	-233	-1.09%
	Reportable Disability	1,884	8.79%	1,866	8.80%	-18	-0.96%
	Targeted Disability*	455	2.12%	433	2.04%	-22	-4.84%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					506*	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					7**	

** This is the total number of applications received from applicants with reportable disabilities as DLA does not have a tracking system for applicants with targeted disabilities. The Agency Equal Employment Opportunity Office received an additional 44 unsolicited applications or job inquiries from outside applicants with disabilities that were referred to the DLA's Job Announcement Web site.

** One of the seven selections came from the 506 applications received from applicants with reportable disabilities through the Agency's Automated Staffing Program.

PART III Participation Rates in Agency Employment Programs

Note: N/A = Not Available

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4. Non-Competitive Promotions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5. Employee Career Development Programs									
5.a. Grades 5 - 12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.b. Grades 13 - 14	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.c. Grade 15/SES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	48,467	4,108	8.48%	901	1.86%	1,588	3.28%	42,771	88.25%
6.b. Cash Awards (total \$\$\$ awarded)	19,880,659	1,377,757	6.93%	263,672	1.33%	546,832	2.75%	17,956,070	88.25%
6.c. Quality-Step Increase	553	35	6.33%	6	1.08%	12	2.17%	506	91.50%

EEOC FORM 715-01 Part J

Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

Part IV

Identification and Elimination of Barriers

DLA has identified the employment of people with disabilities as a problem area; however, a succinct barrier cannot be determined at this time. We are unable to fully review our recruitment, career development, promotion, and retention of individuals with targeted disabilities as we do not yet have a tool in place that maintains statistics related to those areas. A review of the statistics that we do have reveals that during FY 05, of DLA's new hires, 0.47% had targeted disabilities whereas 1.42% of DLA's separations were individuals with targeted disabilities.

Part V

Goals for Targeted Disabilities

To maintain and increase individuals with targeted disabilities in the DLA workforce, Special Recruitment Plans will be promoted and continued where already in place. For example, the Disability Program Manager coordinated in gathering six recruiters for the Department of Labor to participate in the annual Workforce Recruitment Program for College Students with Disabilities (WRP) recruitment process as interviewers of potential candidates at various colleges and universities all over the Nation and will do so again for the next Fiscal Year. During FY 05, DLA broke a new record in hiring 34 WRP students as compared to 31 in FY 04. Seven of 34 summer students with reportable disabilities who were hired had targeted disabilities. One student out of five permanent hires with reportable disabilities had a targeted disability. Also, with graduated students participating in the WRP and starting as

summer hires, DLA was able to select three graduates into the DLA Corporate Intern Program, which is a 2-year career ladder program leading to the GS-11 level.

The Disability Program Manager and the DLA Recruiter work together at job fairs for people with disabilities and the Disability Program Manager participates at conferences as a panel member and presenter. However, DLA's employment of individuals with targeted disabilities continues to decline and needs to be reversed. At the present 2.04% rate, the Agency will need to hire approximately 200 individuals with targeted disabilities in order to reach the DLA's 3% goal, which is above the Department of Defense's 2% goal for all Components.

The Corporate EEO Office is partnering with the appropriate Human Resources staff and developing in-depth plans and goals for the coming years which will be a part of the DLA 2006 Federal Agency Annual EEO Program Status Report.

In cooperation with HR, the Corporate EEO staff will participate in informing supervisors and managers of opportunities available and provide ongoing training on subjects such as the use of special appointing authorities, reasonable accommodation procedures, and resources such as the Computer/Electronics Accommodation Program (CAP) available from DOD. The DLA field activities continue to provide local centralized funding for sign language interpreting services for multiple functions. The EEO and HR have collaborated with the Department of Defense's Operation Warfighter Program (OWF) to provide temporary employment opportunities in DLA for individuals severely injured or disabled in the Global War on Terror. The OWF allows disabled veterans, while still on active duty, to be engaged in challenging work at DLA headquarters as they wait for therapy at Walter Reed Army Medical Center or Bethesda Naval Hospital.

Appendix

1. DLA Organizational Chart (January 2005)

2. Revised EEO Policy Statements

3. Two data pages from EEOC Form 462

4. EEOC Required Tables by Race/Ethnicity and Sex:

TABLE A1: DLA Total Workforce – Distribution by Race/Ethnicity and Sex

TABLE A2: DLA Totals Workforce by Component - Distribution by Race/Ethnicity and Sex

TABLE A3-1: Occupational Categories– Distribution by Race/Ethnicity and Sex

TABLE A3-2: Occupational Categories-Distribution by Race/Ethnicity and Sex

TABLE A4-1: Participation Rates across General Schedule (GS) Grades by Race/Ethnicity and Sex

TABLE A5-1: Participation Rates across Wage (WG) Grades by Race/Ethnicity and Sex

TABLE A5-2: Rates for Wage (WG) Grades by Race/Ethnicity and Sex

TABLE A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex

TABLE A8: New Hires – Distribution by Race/Ethnicity and Sex

TABLE A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

TABLE A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex

5. EEOC Required Tables by Disability:

TABLE B1: Total Workforce – Distribution by Disability (OPM Form 256 Self-ID Codes)

TABLE B3-1: Occupational Groups – Distribution by Disability Permanent Employees

TABLE B3-2: Occupational Groups – Total Workforce – Distribution by Disability Permanent Employees

TABLE B4-1: Participation Rates for General Schedule (GS) Grades by Disability

TABLE B4-2: Participation Rates for General Schedule (GS) Grades by Disability

TABLE B5-1: Participation Rates for Wage Grades (WG) by Disability

TABLE B5-2: Participation Rates for Wage Grades (WG) by Disability

TABLE B6: Participation Rates for Major Occupations - Distribution by Disability

TABLE B7: Applicant Flow Data for Major Occupations by Disability (Not Available)

TABLE B8: New Hires - Distribution by Disability

TABLE B9: Selections for Merit Promotions for Major Occupations by Disability (Data Not Available)

TABLE B10: Non-Competitive Promotions – Time in Grade by Disability (Data Not Available)

TABLE B11: Internal Selections for Senior Level Positions by Disability (Data Not Available)

TABLE B12: Participation in Career Development/Training – Distribution by Disability (Data Not Available)

TABLE B13: Employee Recognition and Awards – Distribution by Disability

TABLE B14: Separations by Type of Separation – Distribution by Disability

ATTACHMENT 1



Defense Logistics Agency

CORPORATE STAFF

DIRECTOR
VICE DIRECTOR
COMMAND SERGEANT MAJOR



DLA Director
Vice Admiral
Keith W. Lippert
Supply Corps,
United States Navy



Vice Director
Major General
Loren Reno
United States
Air Force



CSM
Command
Sergeant Major
David Roman
United States
Army



BUSINESS UNITS

Defense Supply Center Columbus

Defense Supply Center Richmond

Defense Supply Center Philadelphia

Defense Energy Support Center

Defense Distribution Center

Defense Reutilization & Marketing Service

SERVICE ACTIVITIES

Defense National Stockpile

DLA Pacific

DLA Europe

DLA Central

Def Logistics Info Service

Document Automation & Production Service

ATTACHMENT 2



**DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD
FORT BELVOIR, VIRGINIA 22060-6221**

IN REPLY
REFER TO

MAR 4 2005

DO

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement – Equal Employment Opportunity (EEO)

DLA reaffirms its commitment to the principles of EEO. DLA's policy prohibits discrimination based on race, color, religion, national origin, sex (including sexual harassment), age (40 years and over), disability (mental and physical), or reprisal for involvement in an EEO activity. All employees will abide by the letter, intent, and spirit of EEO laws and policies applicable to Federal employment in their daily actions, conduct, and decisions.

As Director of DLA, I view EEO as a necessary element of basic merit system principles in all aspects of employment. DLA is committed to recruiting, hiring, training, and promoting qualified individuals with disabilities and individuals in under represented/under utilized groups, as we develop a workforce that reflects our Nation's diversity.

DLA is fully committed to preventing and correcting unlawful discrimination in its employment policies, procedures, practices, and operations. When an employee believes the principles of EEO law have been violated, that employee is encouraged to consult with the local EEO Manager. Managers will be open and willing to work toward an effective resolution to issues and concerns. Complaints of discrimination will be resolved fairly, expeditiously, and dispassionately at the lowest level possible.

EEO cannot be achieved without the deliberate support of all employees. Supervisors and managers are expected to take an active role in monitoring the workplace to ensure an environment free of unlawful discrimination, hostility, intimidation, reprisal, or harassment, and they must take prompt remedial action to correct inappropriate behavior.

My vision for DLA includes a revitalized commitment to building and maintaining a workplace environment free of discrimination that fosters respect of all people as we strive to fulfill our mutual goal of supporting the warfighter.

KEITH W. LIPPERT
Vice Admiral, SC, USN
Director





**DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD, SUITE 2533
FORT BELVOIR, VIRGINIA 22060-6221**

MAR 28 2005

IN REPLY
REFER TO

DO

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY EMPLOYEES

SUBJECT: Policy on Providing Reasonable Accommodations to Individuals with Disabilities

The Defense Logistics Agency (DLA) is committed to providing fair and equal employment opportunities to all employees and applicants for employment. Providing effective reasonable accommodations is a key element to fulfilling our commitment.

Reasonable accommodations remove workplace barriers for individuals with disabilities and are available to qualified employees regardless of whether they work part-time, full-time, or are new employees in a "probationary" status. Providing reasonable accommodations to applicants provides them with an equal opportunity to participate in the application process and to be considered for employment with DLA. As a model employer, DLA managers and supervisors may take steps beyond those required by the reasonable accommodation process, if it is appropriate.

Executive Order 13164, Requiring Federal Agencies to Establish Procedures to Facilitate the Provision of Reasonable Accommodation (July 26, 2000) requires all Federal Agencies to establish effective written procedures for processing requests for reasonable accommodation. The DLA One Book Chapter entitled Procedures for Providing Reasonable Accommodations for Individuals with Disabilities guides DLA managers and supervisors, employees, and applicants for employment through each step of DLA's request process. These procedures are an essential part of DLA's policy to provide reasonable accommodation in a prompt, fair and efficient manner.

As DLA embraces its commitment to the realization of full equality and genuine employment opportunities for all people, accommodating qualified individuals with disabilities enables DLA not only to attract but to retain the talent we need in today's competitive labor market. As a leader in the employment of individuals with disabilities within the Federal Government, we will continue to embrace our commitment of ensuring that individuals with disabilities enjoy full access to equal employment opportunities at DLA.

KEITH W. LIPPERT
Vice Admiral, SC, USN
Director



ATTACHMENT 3

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency **REPORTING PERIOD:** FY 2005

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	2	2	58	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	499	464		
2. REJECTED BY COMPLAINANT	448	413		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	51	51		
C. RESOURCES USED (1+2+3+4+5+6+7)	51	36		
1. INHOUSE	33	33		
2. ANOTHER FEDERAL AGENCY	18	18		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11)	51	36	1320	25.88
1. MEDIATION	43	43	1152	26.79
2. SETTLEMENT CONFERENCES	3	3	45	15.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	2	2	16	8.00
5. FACILITATION	3	3	107	35.67
6. OMBUDS	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF CASES				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	48	48	1332	27.75
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	41	41	1108	27.02
b. NO FORMAL COMPLAINT FILED	2	2	36	18.00
c. NO RESOLUTION	5	5	188	37.60
d. NO ADR ATTEMPT	0	0	0	0.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	5	5	57	11.40

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2005

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	52	48		
2. REJECTED BY COMPLAINANT	8	8		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	44	40		
C. RESOURCES USED (1+2+3+4+5+6+7)	43	38		
1. INHOUSE	27	22		
2. ANOTHER FEDERAL AGENCY	16	16		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	43	38	2592	60.28
1. MEDIATION	42	38	2403	57.21
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	1	1	189	189.00
6. OMBUDS	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
12.	0	0	0	0.00
E. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	43	39	2715	63.14
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	38	35	2423	63.76
b. WITHDRAWAL FROM EEO PROCESS	4	3	227	56.75
c. NO RESOLUTION	1	1	65	65.00
d.	0	0	0	0.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	1	1	15	15.00
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	12	12	\$ 29043.90	
a. COMPENSATORY DAMAGES	0	0	\$ 0.00	
b. BACKPAY/FRONTPAY	4	4	\$ 4356.90	
c. LUMP SUM	7	7	\$ 25130.00	
d. ATTORNEY'S FEES AND COSTS	3	3	\$ 16341.00	
e.	0	0	\$ 0.00	
f.	0	0	\$ 0.00	
g.	0	0	\$ 0.00	
2. NON-MONETARY (INSERT TOTAL)	31	28		
a. NEW HIRES	2	2		
b. PROMOTIONS	6	4		
c. REINSTATEMENTS	0	0		
d. EXPUNGEMENTS	12	12		
e. TRANSFERS	0	0		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	6	6		
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	11	8		
i. APOLOGY	0	0		
j.	0	0		
k.	0	0		
l.	0	0		

ATTACHMENT 4

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure				TOTAL WORKFORCE				RACE/ETHNICITY											
								Non- Hispanic or Latino											
								Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
All		male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
TOTAL																			
Prior FY		#	21,428	12,522	8,906	706	327	8,973	5,709	2,329	2,550	375	220	13	10	126	90	0	0
		%	100%	58.44%	41.56%	3.29%	1.53%	41.88%	26.64%	10.87%	11.90%	1.75%	1.03%	0.06%	0.05%	0.59%	0.42%	0.00%	0.00%
Current FY		#	21,195	12,376	8,819	654	327	8,873	5,637	2,320	2,529	389	226	11	10	129	90	0	0
		%	100%	58.39%	41.61%	3.09%	1.54%	41.86%	26.60%	10.95%	11.93%	1.84%	1.07%	0.05%	0.05%	0.61%	0.42%	0.00%	0.00%
CLF (2000)		%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
Difference		#	-233	-146	-87	-52	0	-100	-72	-9	-21	14	6	-2	0	3	0	0	0
Ratio Change		%	0.00%	-0.05%	0.05%	-0.21%	0.02%	-0.01%	-0.05%	0.08%	0.03%	0.09%	0.04%	-0.01%	0.00%	0.02%	0.00%	0.00%	0.00%
Net Change		%	-1.09%	-1.17%	-0.98%	-7.37%	0.00%	-1.11%	-1.26%	-0.39%	-0.82%	3.73%	2.73%	-15.38%	0.00%	2.38%	0.00%	0.00%	0.00%
PERMANENT																			
Prior FY		#	20,323	11,721	8,602	651	304	8,521	5,550	2,068	2,438	348	213	12	10	121	87	0	0
		%	100%	57.67%	42.33%	3.20%	1.50%	41.93%	27.31%	10.18%	12.00%	1.71%	1.05%	0.06%	0.05%	0.60%	0.43%	0.00%	0.00%
Current FY		#	20,082	11,598	8,484	620	301	8,429	5,465	2,053	2,401	360	221	11	10	125	86	0	0
		%	100%	57.75%	42.25%	3.09%	1.50%	41.97%	27.21%	10.22%	11.96%	1.79%	1.10%	0.05%	0.05%	0.62%	0.43%	0.00%	0.00%
Difference		#	-241	-123	-118	-31	-3	-92	-85	-15	-37	12	8	-1	0	4	-1	0	0
Ratio Change		%	0.00%	0.08%	-0.08%	-0.12%	0.00%	0.05%	-0.10%	0.05%	-0.04%	0.08%	0.05%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%
Net Change		%	-1.19%	-1.05%	-1.37%	-4.76%	-0.99%	-1.08%	-1.53%	-0.73%	-1.52%	3.45%	3.76%	-8.33%	0.00%	3.31%	-1.15%	0.00%	0.00%
TEMPORARY																			
Prior FY		#	1,105	801	304	55	23	452	159	261	112	27	7	1	0	5	3	0	0
		%	100%	72.49%	27.51%	4.98%	2.08%	40.90%	14.39%	23.62%	10.14%	2.44%	0.63%	0.09%	0.00%	0.45%	0.27%	0.00%	0.00%
Current FY		#	1,113	778	335	34	26	444	172	267	128	29	5	0	0	4	4	0	0
		%	100%	69.90%	30.10%	3.05%	2.34%	39.89%	15.45%	23.99%	11.50%	2.61%	0.45%	0.00%	0.00%	0.36%	0.36%	0.00%	0.00%
Difference		#	8	-23	31	-21	3	-8	13	6	16	2	-2	-1	0	-1	1	0	0
Ratio Change		%	0.00%	-2.59%	2.59%	-1.92%	0.25%	-1.01%	1.06%	0.37%	1.36%	0.16%	-0.18%	-0.09%	0.00%	-0.09%	0.09%	0.00%	0.00%
Net Change		%	0.72%	-2.87%	10.20%	-38.18%	13.04%	-1.77%	8.18%	2.30%	14.29%	7.41%	-28.57%	#####	0.00%	-20.00%	33.33%	0.00%	0.00%
NON-APPROPRIATED (No Data Available)																			
Prior FY		#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY		#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference		#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		RACE/ETHNICITY															
		TOTAL EMPLOYEES						Non- Hispanic or Latino									
		All		Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
TOTAL FY	#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
		21195	12376	8819	327	8873	5637	2320	2529	389	226	11	10	129	90	0	0
CLF 2000	%	100%	58.39%	41.61%	3.09%	41.86%	26.60%	10.95%	11.93%	1.84%	1.07%	0.05%	0.05%	0.61%	0.42%	0.00%	0.00%
	%	100%	53.20%	46.80%	6.20%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
DSCC	#	2533	1406	1127	16	1153	789	202	306	22	10	0	0	13	10	0	0
	%	100%	55.51%	44.49%	0.63%	45.52%	31.15%	7.97%	12.08%	0.87%	0.39%	0.00%	0.00%	0.51%	0.39%	0.00%	0.00%
DSCR	#	2297	1087	1210	27	713	585	313	580	21	14	0	0	13	7	0	0
	%	100%	47.32%	52.68%	1.18%	31.04%	25.47%	13.63%	25.25%	0.91%	0.61%	0.00%	0.00%	0.57%	0.30%	0.00%	0.00%
DNCS	#	140	92	48	3	83	32	3	15	3	1	0	0	0	0	0	0
	%	100%	65.71%	34.29%	2.14%	59.29%	22.86%	2.14%	10.71%	2.14%	0.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DSCP	#	2712	1193	1519	44	924	970	195	472	23	30	0	1	7	2	0	0
	%	100%	43.99%	56.01%	1.62%	34.07%	35.77%	7.19%	17.40%	0.85%	1.11%	0.00%	0.04%	0.26%	0.07%	0.00%	0.00%
DRMS	#	1321	829	492	61	575	358	142	86	42	23	0	0	9	4	0	0
	%	100%	62.76%	37.24%	4.62%	43.53%	27.10%	10.75%	6.51%	3.18%	1.74%	0.00%	0.00%	0.68%	0.30%	0.00%	0.00%
DLIS	#	1032	494	538	14	445	453	27	59	3	2	0	0	5	15	0	0
	%	100%	47.87%	52.13%	1.36%	43.12%	43.90%	2.62%	5.72%	0.29%	0.19%	0.00%	0.00%	0.48%	1.45%	0.00%	0.00%
DESC	#	793	424	369	29	320	239	55	84	15	14	0	2	5	1	0	0
	%	100%	53.47%	46.53%	3.66%	40.35%	30.14%	6.94%	10.59%	1.89%	1.77%	0.00%	0.25%	0.63%	0.13%	0.00%	0.00%
DLA EUROPE	#	49	33	16	2	28	10	3	3	0	2	0	0	0	0	0	0
	%	100%	67.35%	32.65%	4.08%	57.14%	20.41%	6.12%	6.12%	0.00%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DLA PACIFIC	#	27	21	6	0	15	4	2	0	3	2	0	0	1	0	0	0
	%	100%	77.78%	22.22%	0.00%	55.56%	14.81%	7.41%	0.00%	11.1%	7.41%	0.00%	0.00%	3.70%	0.00%	0.00%	0.00%
HQ	#	1008	513	495	19	384	342	88	118	16	11	0	0	6	5	0	0
	%	100%	50.89%	49.11%	1.88%	38.10%	33.93%	8.73%	11.71%	1.59%	1.09%	0.00%	0.00%	0.60%	0.50%	0.00%	0.00%
DCRSU	#	100	64	36	2	55	30	6	4	0	0	0	0	1	0	0	0
	%	100%	64.00%	36.00%	2.00%	55.00%	30.00%	6.00%	4.00%	0.00%	0.00%	0.00%	0.00%	1.00%	0.00%	0.00%	0.00%

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex (continued)																
Employment Tenure	RACE/ETHNICITY															
	TOTAL EMPLOYEES						Non- Hispanic or Latino									
	Hispanic or Latino						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
	All	male	female	male	female	female	male	female	male	female	male	female	male	female	male	female
TOTAL FY	#	21195	12376	8819	654	327	8873	5637	2320	2529	389	226	11	10	129	90
	%	100%	58.39%	41.61%	3.09%	1.54%	41.86%	26.60%	10.95%	11.93%	1.84%	1.07%	0.05%	0.05%	0.61%	0.42%
CLF 2000	#	68	61	7	0	0	61	7	0	0	0	0	0	0	0	0
	%	100%	89.71%	10.29%	0.00%	0.00%	89.71%	10.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DLA CENTRAL	#	8	4	4	0	0	3	4	1	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	37.50%	50.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DORRA	#	83	44	39	2	1	39	23	2	12	1	1	0	0	0	0
	%	100%	53.01%	46.99%	2.41%	1.20%	46.99%	27.71%	2.41%	14.46%	1.20%	1.20%	0.00%	0.00%	0.00%	0.00%
DAPS	#	745	478	267	42	14	320	168	89	56	22	21	1	3	4	5
	%	100%	64.16%	35.84%	5.64%	1.88%	42.95%	22.55%	11.95%	7.52%	2.95%	2.82%	0.13%	0.40%	0.54%	0.67%
DHRC	#	839	356	483	38	42	218	301	83	119	15	18	0	0	2	3
	%	100%	42.43%	57.57%	4.53%	5.01%	25.98%	35.88%	9.89%	14.18%	1.79%	2.15%	0.00%	0.00%	0.24%	0.36%
DDC	#	7346	5229	2117	355	109	3497	1285	1101	607	203	76	10	4	63	36
	%	100%	71.18%	28.82%	4.83%	1.48%	47.60%	17.49%	14.99%	8.26%	2.76%	1.03%	0.14%	0.05%	0.86%	0.49%
DAASC	#	94	48	46	0	0	40	37	8	8	0	1	0	0	0	0
	%	100%	51.06%	48.94%	0.00%	0.00%	42.55%	39.36%	8.51%	8.51%	0.00%	1.06%	0.00%	0.00%	0.00%	0.00%

Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Categories		TOTAL EMPLOYEES						RACE/ETHNICITY											
								Non- Hispanic or Latino											
		Hispanic or Latino						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
1. Officials and Managers																			
Executive/Senior Level (Grades 15 and Above)	#	299	201	98	4	3	180	80	10	13	3	0	0	0	0	4	2	0	0
	%	100%	67.2%	32.8%	1.3%	1.0%	60.2%	26.8%	3.3%	4.3%	1.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.7%	0.0%	0.0%
Mid-level (Grades 13-14)	#	1133	700	433	17	10	594	334	80	77	5	9	0	0	0	4	3	0	0
	%	100%	61.8%	38.2%	1.5%	0.9%	52.4%	29.5%	7.1%	6.8%	0.4%	0.8%	0.0%	0.0%	0.0%	0.4%	0.3%	0.0%	0.0%
First-Level (Grades 12 and Below)	#	762	519	243	32	9	356	144	104	74	18	9	2	0	7	7	0	0	0
	%	100%	68.1%	31.9%	4.2%	1.2%	46.7%	18.9%	13.6%	9.7%	2.4%	1.2%	0.3%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Officials and Managers - TOTAL	#	2194	1420	774	53	22	1130	558	194	164	26	18	2	0	15	12	0	0	0
	%	100%	64.7%	35.3%	2.4%	1.0%	51.5%	25.4%	8.8%	7.5%	1.2%	0.8%	0.1%	0.0%	0.7%	0.5%	0.0%	0.0%	0.0%
2. Professionals	#	2782	1223	1559	63	63	936	933	166	515	55	41	0	0	3	7	0	0	0
	%	100%	44.0%	56.0%	2.3%	2.3%	33.6%	33.5%	6.0%	18.5%	2.0%	1.5%	0.0%	0.0%	0.1%	0.3%	0.0%	0.0%	0.0%
3. Technicians	#	2674	1143	1531	48	45	870	918	196	493	17	51	1	4	11	20	0	0	0
	%	100%	42.7%	57.3%	1.8%	1.7%	32.5%	34.3%	7.3%	18.4%	0.6%	1.9%	0.0%	0.1%	0.4%	0.7%	0.0%	0.0%	0.0%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
5. Administrative Support Workers	#	9874	5210	4664	187	140	4054	3254	794	1131	115	88	2	6	58	45	0	0	0
	%	100%	52.8%	47.2%	1.9%	1.4%	41.1%	33.0%	8.0%	11.5%	1.2%	0.9%	0.0%	0.1%	0.6%	0.5%	0.0%	0.0%	0.0%
6. Craft Workers	#	195	184	11	10	1	132	8	26	2	12	0	0	0	4	0	0	0	0
	%	100%	94.4%	5.6%	5.1%	0.5%	67.7%	4.1%	13.3%	1.0%	6.2%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%
7. Operatives	#	44	24	20	1	2	21	7	1	5	1	6	0	0	0	0	0	0	0
	%	100%	54.5%	45.5%	2.3%	4.5%	47.7%	15.9%	2.3%	11.4%	2.3%	13.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	4078	3430	648	289	46	2147	310	788	239	152	40	8	0	46	13	0	0	0
	%	100%	84.1%	15.9%	7.1%	1.1%	52.6%	7.6%	19.3%	5.9%	3.7%	1.0%	0.2%	0.0%	1.1%	0.3%	0.0%	0.0%	0.0%
9. Service Workers	#	385	366	19	15	1	276	12	62	6	7	0	0	0	6	0	0	0	0
	%	100%	95.1%	4.9%	3.9%	0.3%	71.7%	3.1%	16.1%	1.6%	1.8%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%

Table A3-2: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Categories		TOTAL EMPLOYEES				RACE/ETHNICITY															
						Non- Hispanic or Latino															
						Hispanic or Latino				White				Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
		All	male	female		male	female	male	female	male	female	male	female	male	female	male	female	male	female		
1. Officials and Managers																					
Executive/Senior Level (Grades 15 and Above)	#	299	201	98	4	3	180	80	10	13	3	0	0	0	0	4	2	0	0		
	%	1.41%	1.62%	1.11%	0.61%	0.92%	2.03%	1.42%	0.43%	0.51%	0.77%	0.00%	0.00%	0.00%	0.00%	3.10%	2.22%	0.00%	0.00%		
Mid-level (Grades 13-14)	#	1133	700	433	17	10	594	334	80	77	5	9	0	0	0	4	3	0	0		
	%	5.35%	5.66%	4.91%	2.60%	3.06%	6.69%	5.93%	3.45%	3.04%	1.29%	3.98%	0.00%	0.00%	0.00%	3.10%	3.33%	0.00%	0.00%		
First-Level (Grades 12 and Below)	#	762	519	243	32	9	356	144	104	74	18	9	2	0	7	7	0	0	0		
	%	3.60%	4.19%	2.76%	4.89%	2.75%	4.01%	2.55%	4.48%	2.93%	4.63%	3.98%	18.18%	0.00%	5.43%	7.78%	0.00%	0.00%	0.00%		
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Officials and Managers - TOTAL	#	2194	1420	774	53	22	1130	558	194	164	26	18	2	0	15	12	0	0	0		
	%	10.35%	11.47%	8.78%	8.10%	6.73%	12.74%	9.90%	8.36%	6.48%	6.68%	7.96%	18.18%	0.00%	11.63%	13.33%	0.00%	0.00%	0.00%		
2. Professionals	#	2782	1223	1559	63	63	936	933	166	515	55	41	0	0	3	7	0	0	0		
	%	13.13%	9.88%	17.68%	9.63%	19.27%	10.55%	16.55%	7.16%	20.36%	14.14%	18.14%	0.00%	0.00%	2.33%	7.78%	0.00%	0.00%	0.00%		
3. Technicians	#	2674	1143	1531	48	45	870	918	196	493	17	51	1	4	11	20	0	0	0		
	%	12.62%	9.24%	17.36%	7.34%	13.76%	9.81%	16.29%	8.45%	19.49%	4.37%	22.57%	9.09%	40.00%	8.53%	22.22%	0.00%	0.00%	0.00%		
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
5. Administrative Support Workers	#	9874	5210	4664	187	140	4054	3254	794	1131	115	88	2	6	58	45	0	0	0		
	%	46.59%	42.10%	52.89%	28.59%	42.81%	45.69%	57.73%	34.22%	44.72%	29.56%	38.94%	18.18%	60.00%	44.96%	50.00%	0.00%	0.00%	0.00%		
6. Craft Workers	#	195	184	11	10	1	132	8	26	2	12	0	0	0	4	0	0	0	0		
	%	0.92%	1.49%	0.12%	1.53%	0.31%	1.49%	0.14%	1.12%	0.08%	3.08%	0.00%	0.00%	0.00%	3.10%	0.00%	0.00%	0.00%	0.00%		
7. Operatives	#	44	24	20	1	2	21	7	1	5	1	6	0	0	0	0	0	0	0		
	%	0.21%	0.19%	0.23%	0.15%	0.61%	0.24%	0.12%	0.04%	0.20%	0.26%	2.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
8. Laborers and Helpers	#	4078	3430	648	289	46	2147	310	788	239	152	40	8	0	46	13	0	0	0		
	%	19.24%	27.71%	7.35%	44.19%	14.07%	24.20%	5.50%	33.97%	9.45%	39.07%	17.70%	72.73%	0.00%	35.66%	14.44%	0.00%	0.00%	0.00%		
9. Service Workers	#	385	366	19	15	1	276	12	62	6	7	0	0	0	6	0	0	0	0		
	%	1.82%	2.96%	0.22%	2.29%	0.31%	3.11%	0.21%	2.67%	0.24%	1.80%	0.00%	0.00%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%		
Total Workforce	#	21195	12376	8819	654	327	8873	5637	2320	2529	389	226	11	10	129	90	0	0	0		
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		

NOTE: Percentages computed down columns and NOT across rows.

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES				RACE/ETHNICITY															
						Non- Hispanic or Latino															
						Hispanic or Latino				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
						All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	14	5	9	1	3	4	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.04%	0.10%	0.15%	0.92%	0.05%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	39	18	21	0	1	14	11	4	9	9	4	9	0	0	0	0	0	0	0	0
	%	100%	0.15%	0.24%	0.00%	0.31%	0.16%	0.20%	0.17%	0.36%	0.00%	0.17%	0.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	269	123	146	4	8	67	90	41	45	8	2	0	0	0	0	0	0	0	0	0
	%	100%	0.99%	1.66%	0.61%	2.45%	0.76%	1.60%	1.77%	1.78%	2.06%	0.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	807	378	429	22	17	249	242	85	143	17	24	0	0	0	0	0	0	0	0	0
	%	100%	3.05%	4.86%	3.36%	5.20%	2.81%	4.29%	3.66%	5.65%	4.37%	10.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	831	360	471	22	20	244	271	82	166	8	7	1	0	0	0	0	0	0	0	0
	%	100%	2.91%	5.34%	3.36%	6.12%	2.75%	4.81%	3.53%	6.56%	2.06%	3.10%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	1652	744	908	35	39	542	523	138	294	21	38	0	3	8	11	0	0	0	0	0
	%	100%	6.01%	10.30%	5.35%	11.93%	6.11%	9.28%	5.95%	11.63%	5.40%	16.81%	0.00%	30.00%	6.20%	12.22%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	109	50	59	4	1	39	42	6	10	0	4	1	0	1	1	0	0	0	0	0
	%	100%	0.40%	0.67%	0.61%	0.31%	0.44%	0.75%	0.26%	0.40%	0.00%	1.77%	9.09%	0.00%	0.78%	1.11%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	1981	910	1071	49	39	673	679	161	309	21	29	0	4	6	11	0	0	0	0	0
	%	100%	7.35%	12.14%	7.49%	11.93%	7.58%	12.05%	6.94%	12.22%	5.40%	12.83%	0.00%	40.00%	4.65%	12.22%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	25	17	8	0	0	15	7	2	0	0	0	0	0	0	1	0	0	0	0	0
	%	100%	0.14%	0.09%	0.00%	0.00%	0.17%	0.12%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.11%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	3630	1793	1837	76	67	1339	1166	318	564	40	25	2	1	18	14	0	0	0	0	0
	%	100%	14.49%	20.83%	11.62%	20.49%	15.09%	20.68%	13.71%	22.30%	10.28%	11.06%	18.18%	10.00%	13.95%	15.56%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	3887	2039	1848	63	46	1637	1310	255	437	62	37	0	0	22	18	0	0	0	0	0
	%	100%	16.48%	20.95%	9.63%	14.07%	18.45%	23.24%	10.99%	17.28%	15.94%	16.37%	0.00%	0.00%	17.05%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	1780	1021	759	30	16	850	585	110	144	24	11	0	1	7	2	0	0	0	0	0
	%	100%	8.25%	8.61%	4.59%	4.89%	9.58%	10.38%	4.74%	5.69%	6.17%	4.87%	0.00%	10.00%	5.43%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	711	431	280	13	8	372	215	40	47	4	7	0	0	2	3	0	0	0	0	0
	%	100%	3.48%	2.26%	0.11%	0.06%	3.01%	1.74%	0.32%	0.38%	0.03%	0.06%	0.00%	0.00%	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	325	224	101	4	3	203	83	10	13	3	0	0	0	4	2	0	0	0	0	0
	%	100%	1.81%	1.15%	0.61%	0.92%	2.29%	1.47%	0.43%	0.51%	0.77%	0.00%	0.00%	0.00%	3.10%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%
All other (unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service	#	22	14	8	0	0	13	7	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.11%	0.09%	0.00%	0.00%	0.15%	0.12%	0.04%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	21195	12376	8819	654	327	8873	5637	2320	2529	389	226	11	10	129	90	0	0	0	0	0
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

Table A5-2: PARTICIPATION RATES FOR WAGE GRADES BY Race/Ethnicity and Sex

WD/WG, WL/WS & OTHER Wage Grades	TOTAL EMPLOYEES					RACE/ETHNICITY																		
						Hispanic or Latino					White				Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
											Non-Hispanic or Latino													
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female					
Grade-01	#	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100%	0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-02	#	17	12	5	0	0	0	0	3	2	2	2	0	0	0	0	0	0	0	0	0			
	%	100%	0.28%	0.57%	0.00%	0.00%	0.00%	0.38%	0.74%	0.19%	0.57%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-03	#	18	11	7	0	0	0	4	1	7	5	0	0	0	0	0	0	1	0	0	0			
	%	100%	0.26%	0.80%	0.00%	0.00%	0.15%	0.25%	0.25%	0.66%	1.44%	0.66%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%			
Grade-04	#	134	109	25	18	5	54	13	30	5	7	1	0	0	0	0	0	1	0	0	0			
	%	100%	2.56%	2.87%	5.42%	8.47%	2.06%	3.19%	2.81%	1.44%	3.87%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%			
Grade-05	#	2544	2031	513	168	36	1141	222	612	227	90	18	3	0	17	10	0	6.25%	0.00%	0.00%	0.00%			
	%	100%	47.68%	58.83%	50.60%	61.02%	43.52%	54.55%	57.36%	65.23%	49.72%	42.86%	37.50%	0.00%	34.00%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-06	#	1152	943	209	82	14	580	106	213	73	48	13	4	0	16	3	0	3	0	0	0			
	%	100%	22.14%	23.97%	24.70%	23.73%	22.12%	26.04%	19.96%	20.98%	26.52%	30.95%	50.00%	0.00%	32.00%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-07	#	419	325	94	31	3	211	49	71	32	8	9	0	0	4	1	0	0	0	0	0			
	%	100%	7.63%	10.78%	9.34%	5.08%	8.05%	12.04%	6.65%	9.20%	4.42%	21.43%	0.00%	0.00%	8.00%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-08	#	303	297	6	15	0	198	4	61	2	18	0	1	0	4	0	0	0	0	0	0			
	%	100%	6.97%	0.69%	4.52%	0.00%	7.55%	0.98%	5.72%	0.57%	9.94%	0.00%	12.50%	0.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-09	#	109	106	3	3	0	82	2	16	1	2	0	0	0	3	0	0	0	0	0	0			
	%	100%	2.49%	0.34%	0.90%	0.00%	3.13%	0.49%	1.50%	0.29%	1.10%	0.00%	0.00%	0.00%	6.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-10	#	259	254	5	10	0	190	4	46	0	4	1	0	0	4	0	0	0	0	0	0			
	%	100%	5.96%	0.57%	3.01%	0.00%	7.25%	0.98%	4.31%	0.00%	2.21%	2.38%	0.00%	0.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-11	#	137	134	3	3	1	119	1	8	1	2	0	0	0	2	0	0	0	0	0	0			
	%	100%	3.15%	0.34%	0.90%	1.69%	4.54%	0.25%	0.75%	0.29%	1.10%	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-12	#	26	25	1	1	0	22	1	1	0	1	0	0	0	0	0	0	0	0	0	0			
	%	100%	0.59%	0.11%	0.30%	0.00%	0.84%	0.25%	0.09%	0.00%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-13	#	8	8	0	1	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	100%	0.19%	0.00%	0.30%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Grade-15	#	3	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0			
	%	100%	0.07%	0.00%	0.00%	0.00%	0.08%	0.00%	0.00%	0.00%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
All Other Wage Grades	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	100%	0.05%	0.00%	0.00%	0.08%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
TOTAL	#	5132	4260	872	332	59	2622	407	1067	348	181	42	8	0	50	16	0	0	0	0	0			

NOTE: Percentages computed down columns and NOT across rows.

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

[illegible]

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		TOTAL WORKFORCE				RACE/ETHNICITY													
						Non- Hispanic or Latino													
						Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Permanent		895	572	323	30	12	444	247	68	57	24	2	0	0	6	5	0	0	
	%	100%	63.91%	36.09%	3.35%	1.34%	49.61%	27.60%	7.60%	6.37%	2.68%	0.22%	0.00%	0.00%	0.67%	0.56%	0.00%	0.00%	
Temporary	#	819	546	273	17	17	344	164	158	85	25	4	0	1	2	2	0	0	
	%	100%	66.67%	33.33%	2.08%	2.08%	42.00%	20.02%	19.29%	10.38%	3.05%	0.49%	0.00%	0.12%	0.24%	0.24%	0.00%	0.00%	
NON-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%	

Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

[illegible]

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Employment Tenure		RACE/ETHNICITY															
		TOTAL WORKFORCE						Non- Hispanic or Latino								Two or more races	
								Hispanic or Latino		White		Black or African American		Asian			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Selected Relevant Applicant Pool	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Selected Relevant Applicant Pool	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Selected Relevant Applicant Pool	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Grade(s) of Vacancy:																	
Total Applications Received	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Qualified	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
Selected Relevant Applicant Pool	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	#																
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																	

"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		TOTAL WORKFORCE				RACE/ETHNICITY											
						Non- Hispanic or Latino											
						Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Career Development Programs for GS 5 - 12:																	
Slots	#																
Relevant	%																
Applied	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 13 - 14:																	
Slots	#																
Relevant	%																
Applied	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 15 and SES:																	
Slots	#																
Relevant	%																
Applied	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
"Relevant Pool" includes all employees in pay grades eligible for the career development program.																	

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

Employment Tenure	RACE/ETHNICITY															
	TOTAL WORKFORCE								Non- Hispanic or Latino							
	Hispanic or Latino				White				Black or African American				Asian			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Time-Off awards - 1-9 hours																
Total Time-Off Awards Given	# 4,154	2,337	1,817	120	59	1,470	1,125	526	542	134	62	60	18	27	11	0
	% 100%	56.3%	43.7%	2.89%	1.42%	35.4%	27.1%	12.7%	13.0%	3.23%	1.49%	1.44%	0.43%	0.65%	0.26%	0.00%
Total Hours	28,030	15,546	12,484	838	409	9,818	7,759	3,442	3,719	1,104	469	157	58	187	70	0
Average Hours	7	7	7	7	7	7	7	7	7	8	8	3	3	7	6	
Time-Off awards - 9+ hours																
Total Time-Off Awards Given	# 749	348	401	18	7	268	279	46	109	6	5	1	0	9	1	0
	% 100.0%	46.5%	53.5%	2.40%	0.93%	35.8%	37.2%	6.1%	14.6%	0.80%	0.67%	0.13%	0.00%	1.20%	0.13%	0.00%
Total Hours	20497	9826	10671	838	172	7343	7534	1192	2801	122	140	1	0	330	24	0
Average Hours	27	28	27	47	25	27	27	26	26	20	28	1		37	24	
Cash Awards - \$100 - \$500																
Total Cash Awards Given	# 13,223	8,129	5,094	599	259	5,589	3,179	1,448	1,412	348	150	59	27	88	65	0
	% 100%	61.5%	38.5%	4.53%	1.96%	42.3%	24.0%	11.0%	10.7%	2.63%	1.13%	0.45%	0.20%	0.67%	0.49%	0.00%
Total Amount	4,032,904	2,300,034	1,732,870	165,710	77,630	1,585,520	1,090,768	483,011	414,843	100,170	50,256	6,590	5,655	27,201	25,550	0
Average Amount	305	283	340	277	300	284	343	334	294	288	335	112	209	309	393	
Cash Awards \$501+																
Total Cash Awards Given	# 10,933	5,657	5,276	221	166	4,413	3,667	840	1,297	125	105	0	4	58	37	0
	% 100%	51.7%	48.3%	2.02%	1.52%	40.4%	33.5%	7.68%	11.9%	1.14%	0.96%	0.00%	0.04%	0.53%	0.34%	0.00%
Total Amount	15,849,755	8,543,887	7,305,868	313,520	213,311	6,930,363	5,266,400	1,062,043	1,630,724	154,609	137,638	0	6,270	83,352	51,525	0
Average Amount	1450	1510	1385	1419	1285	1570	1436	1264	1257	1237	1311		1568	1437	1393	
Quality Step Increases (QSI)																
Total QSIs Awarded	# 553	275	278	6	7	227	210	31	54	7	5	0	0	4	2	0
	% 100%	49.7%	50.3%	1.08%	1.27%	41.0%	38.0%	5.61%	9.76%	1.27%	0.90%	0.00%	0.00%	0.72%	0.36%	0.00%
Total Benefit																
Average Benefit	0	0	0	0	0	0	0	0	0	0	0			0	0	

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

Employment Tenure		RACE/ETHNICITY															
		TOTAL WORKFORCE				Hispanic or Latino				White				Black or African American			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Voluntary	#	1406	896	510	21	59	328	139	19	26	19	1	1	7	2	0	0
	%	100%	63.73%	36.27%	4.20%	1.49%	23.33%	9.89%	1.85%	1.35%	0.07%	0.07%	0.07%	0.50%	0.14%	0.00%	0.00%
Involuntary	#	427	313	114	10	32	175	63	9	37	1	1	1	1	2	0	0
	%	100%	73.30%	26.70%	7.49%	2.34%	40.98%	14.75%	2.11%	8.67%	0.23%	0.23%	0.23%	0.23%	0.47%	0.00%	0.00%
Total Separations	#	1833	1209	624	31	91	819	391	35	176	20	2	2	8	4	0	0
	%	100%	65.96%	34.04%	4.96%	1.69%	44.68%	21.33%	1.91%	9.60%	1.09%	0.11%	0.11%	0.44%	0.22%	0.00%	0.00%
Total Workforce	#	21195	12376	8819	654	327	8873	5637	2320	2529	389	226	11	10	129	90	0
	%	100%	58.39%	41.61%	3.09%	1.54%	41.86%	26.60%	10.95%	11.93%	1.84%	1.07%	0.05%	0.05%	0.61%	0.42%	0.00%

ATTACHMENT 5

Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Employment Tenure		TOTAL	Total by Disability Status			Detail for Targeted Disabilities										
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Work Force	#	21,195	18,762	567	1,866	433	123	32	25	65	21	56	44	52	15	
	%	100%	88.52%	2.68%	8.80%	2.04%	0.58%	0.15%	0.12%	0.31%	0.10%	0.26%	0.21%	0.25%	0.07%	
Federal High						2.23%										
DSCC	#	2,533	2,220	77	236	60	13	4	5	13	2	10	4	8	1	
	%	100%	87.64%	3.04%	9.32%	2.37%	0.51%	0.16%	0.20%	0.51%	0.08%	0.39%	0.16%	0.32%	0.04%	
DSCR	#	2,297	1,984	72	241	53	13	4	3	5	7	10	4	5	2	
	%	100%	86.37%	3.13%	10.49%	2.31%	0.57%	0.17%	0.13%	0.22%	0.30%	0.44%	0.17%	0.22%	0.09%	
DNSC	#	140	123	7	10	1	1	0	0	0	0	0	0	0	0	
	%	100%	87.86%	5.00%	7.14%	0.71%	0.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DSCP	#	2,712	2,504	32	176	55	9	13	4	11	4	5	3	5	1	
	%	100%	92.33%	1.18%	6.49%	2.03%	0.33%	0.48%	0.15%	0.41%	0.15%	0.18%	0.11%	0.18%	0.04%	
DRMS	#	1,321	1,167	47	107	16	3	0	1	4	0	2	0	3	3	
	%	100%	88.34%	3.56%	8.10%	1.21%	0.23%	0.00%	0.08%	0.30%	0.00%	0.15%	0.00%	0.23%	0.23%	
DLIS	#	1,032	839	79	114	20	3	0	2	5	1	4	0	4	1	
	%	100%	81.30%	7.66%	11.05%	1.94%	0.29%	0.00%	0.19%	0.48%	0.10%	0.39%	0.00%	0.39%	0.10%	
DESC	#	793	721	30	42	9	5	1	1	2	0	0	0	0	0	
	%	100%	90.92%	3.78%	5.30%	1.13%	0.63%	0.13%	0.13%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	
DLA EUROPE	#	49	45	2	2	0	0	0	0	0	0	0	0	0	0	
	%	100%	91.84%	4.08%	4.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DLA PACIFIC	#	27	25	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	92.59%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
HQ	#	1,008	883	39	86	15	5	0	1	5	0	2	1	0	1	
	%	100%	87.60%	3.87%	8.53%	1.49%	0.50%	0.00%	0.10%	0.50%	0.00%	0.20%	0.10%	0.00%	0.10%	

(Continued)

Employment Tenure		TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Work Force	#	21,195	18,762	567	1,866	433	123	32	25	65	21	56	44	52	15	
	%	100%	88.52%	2.68%	8.80%	2.04%	0.58%	0.15%	0.12%	0.31%	0.10%	0.26%	0.21%	0.25%	0.07%	
Federal High						2.23%										
DCRSU	#	100	90	5	5	1	0	0	1	0	0	0	0	0	0	
	%	100%	90.00%	5.00%	5.00%	1.00%	0.00%	0.00%	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
IPE	#	68	63	1	4	0	0	0	0	0	0	0	0	0	0	
	%	100%	92.65%	1.47%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DLA CENTRAL	#	8	6	0	2	0	0	0	0	0	0	0	0	0	0	
	%	100%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
DORRA	#	83	75	0	8	1	0	0	0	0	0	0	0	1	0	
	%	100%	90.36%	0.00%	9.64%	1.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.20%	0.00%	
DAPS	#	745	644	19	82	31	22	0	0	2	0	2	3	2	0	
	%	100%	86.44%	2.55%	11.01%	4.16%	2.95%	0.00%	0.00%	0.27%	0.00%	0.27%	0.40%	0.27%	0.00%	
DHRC	#	839	752	20	67	13	2	2	0	2	2	1	0	3	1	
	%	100%	89.63%	2.38%	7.99%	1.55%	0.24%	0.24%	0.00%	0.24%	0.24%	0.12%	0.00%	0.36%	0.12%	
DDC	#	7,346	6,537	133	676	156	46	8	7	15	5	20	29	21	5	
	%	100%	88.99%	1.81%	9.20%	2.12%	0.63%	0.11%	0.10%	0.20%	0.07%	0.27%	0.39%	0.29%	0.07%	
DAASC	#	94	84	2	8	2	1	0	0	1	0	0	0	0	0	
	%	100%	89.36%	2.13%	8.51%	2.13%	1.06%	0.00%	0.00%	1.06%	0.00%	0.00%	0.00%	0.00%	0.00%	

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability Employees

Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities									
			[05] No Disability	[01.] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive/Senior Level (Grades 15 and Above	#	299	277	11	11	1	0	0	0	1	0	0	0	0	0	
	%	1.41%	1.48%	1.94%	0.59%	0.23%	0.00%	0.00%	0.00%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	
- Mid-Level (Grades 13-14)	#	1,133	1057	26	50	6	1	1	0	1	1	1	0	0	1	
	%	5.35%	5.63%	4.59%	2.68%	1.39%	0.81%	3.13%	0.00%	v	4.76%	1.79%	0.00%	0.00%	6.67%	
- First-Level (Grades 12 and Below)	#	762	692	21	49	6	1	0	1	2	1	1	0	0	0	
	%	3.60%	3.69%	3.70%	2.63%	1.39%	0.81%	0.00%	4.00%	3.08%	4.76%	1.79%	0.00%	0.00%	0.00%	
- Other Officials and Managers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Officials and Managers - TOTAL	#	2,194	2026	58	110	13	2	1	1	4	2	2	0	0	1	
	%	10.35%	10.80%	10.23%	5.89%	3.00%	1.63%	3.13%	4.00%	6.15%	9.52%	3.57%	0.00%	0.00%	6.67%	
2. Professionals	#	2,782	2522	82	178	26	3	4	2	4	0	3	0	9	1	
	%	13.13%	13.44%	14.46%	9.54%	6.00%	2.44%	12.50%	8.00%	6.15%	0.00%	5.36%	0.00%	17.31%	6.67%	
3. Technicians	#	2,674	2264	80	330	89	35	6	2	9	4	16	3	9	5	
	%	12.62%	12.07%	14.11%	17.68%	20.55%	28.46%	18.75%	8.00%	13.85%	19.05%	28.57%	6.82%	17.31%	33.33%	
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Administrative Support Workers	#	9,874	8755	277	842	192	42	20	14	41	14	25	13	18	5	
	%	46.59%	46.66%	48.85%	45.12%	44.34%	34.15%	62.50%	56.00%	63.08%	66.67%	44.64%	29.55%	34.62%	33.33%	
6. Craft Workers	#	195	166	4	25	7	3	0	0	0	0	1	0	3	0	
	%	0.92%	0.88%	0.71%	1.34%	1.62%	2.44%	0.00%	0.00%	0.00%	0.00%	1.79%	0.00%	5.77%	0.00%	
7. Operatives	#	44	43	0	1	0	0	0	0	0	0	0	0	0	0	
	%	0.21%	0.23%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
8. Labors and Helpers	#	4,078	3599	85	394	110	39	2	3	8	3	11	27	15	2	
	%	19.24%	19.18%	14.99%	21.11%	25.40%	31.71%	6.25%	12.00%	12.31%	14.29%	19.64%	61.36%	28.85%	13.33%	
9. Service Workers	#	387	361	5	21	1	0	0	0	0	0	0	0	0	1	
	%	1.83%	1.92%	0.88%	1.13%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%	
TOTAL WORKFORCE	#	21195	18762	567	1866	433	123	32	25	65	21	56	44	52	15	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

NOTE: Percentages computed down columns and NOT across rows.

Table B4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

GS/GM, SES, and Related Grade		TOTAL		Total by Disability Status					Detail for Targeted Disabilities									
				[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
GS - 01	#	0		0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 02	#	14		14	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100%		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 03	#	39		27	0	12	9	1	0	0	1	0	0	6	1	0		
	%	100%		69.23%	0.00%	30.77%	23.08%	2.56%	0.00%	0.00%	2.56%	0.00%	0.00%	15.38%	2.56%	0.00%		
GS - 04	#	269		199	3	67	28	9	1	0	10	1	2	3	1	1		
	%	100%		73.98%	1.12%	24.91%	10.41%	3.35%	0.37%	0.00%	3.72%	0.37%	0.74%	1.12%	0.37%	0.37%		
GS - 05	#	807		641	22	144	55	20	2	3	6	3	9	6	4	2		
	%	100%		79.43%	2.73%	17.84%	6.82%	2.48%	0.25%	0.37%	0.74%	0.37%	1.12%	0.74%	0.50%	0.25%		
GS - 06	#	831		705	22	104	25	12	2	0	1	1	4	0	2	3		
	%	100%		84.84%	2.65%	12.52%	3.01%	1.44%	0.24%	0.00%	0.12%	0.12%	0.48%	0.00%	0.24%	0.36%		
GS - 07	#	1652		1459	39	154	33	12	4	1	5	0	6	1	1	3		
	%	100%		88.32%	2.36%	9.32%	2.00%	0.73%	0.24%	0.06%	0.30%	0.00%	0.36%	0.06%	0.06%	0.18%		
GS - 08	#	109		99	1	9	0	0	0	0	0	0	0	0	0	0		
	%	100%		90.83%	0.92%	8.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS-09	#	1981		1719	78	184	41	12	2	1	10	4	2	0	8	2		
	%	100%		86.77%	3.94%	9.29%	2.07%	0.61%	0.10%	0.05%	0.50%	0.20%	0.10%	0.00%	0.40%	0.10%		
GS - 10	#	25		22	1	2	0	0	0	0	0	0	0	0	0	0		
	%	100%		88.00%	4.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
GS - 11	#	3630		3185	118	327	67	6	11	7	13	5	14	0	11	0		
	%	100%		87.74%	3.25%	9.01%	1.85%	0.17%	0.30%	0.19%	0.36%	0.14%	0.39%	0.00%	0.30%	0.00%		
GS - 12	#	3887		3527	86	274	45	8	7	7	8	2	6	0	6	1		
	%	100%		90.74%	2.21%	7.05%	1.16%	0.21%	0.18%	0.18%	0.21%	0.05%	0.15%	0.00%	0.15%	0.03%		
GS - 13	#	1780		1660	46	74	10	2	1	1	0	2	2	0	2	0		
	%	100%		93.26%	2.58%	4.16%	0.56%	0.11%	0.06%	0.06%	0.00%	0.11%	0.11%	0.00%	0.00%	0.00%		
GS - 14	#	711		647	22	42	4	0	0	1	2	0	0	0	0	0		
	%	100%		91.00%	3.09%	5.91%	0.56%	0.00%	0.00%	0.14%	0.28%	0.00%	0.00%	0.00%	0.00%	0.14%		
GS - 15	#	325		296	15	14	1	0	0	0	1	0	0	0	0	0		
	%	100%		91.08%	4.62%	4.31%	0.31%	0.00%	0.00%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%	0.00%		
All Other (EX)	#	0		0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
SES	#	22		22	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100%		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Total Workforce	#	21195		18762	567	1866	433	123	32	25	65	21	56	44	52	15		
	%	100%		88.52%	2.68%	8.80%	2.04%	0.58%	0.15%	0.12%	0.31%	0.10%	0.26%	0.21%	0.25%	0.07%		

Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability																
GS/GM, SES, and Related Grade		TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 02	#	14	14	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.07%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 03	#	39	27	0	12	9	1	0	0	0	1	0	0	6	1	0
	%	0.18%	0.14%	0.00%	0.64%	2.08%	0.81%	0.00%	0.00%	0.00%	1.54%	0.00%	0.00%	13.64%	1.92%	0.00%
GS - 04	#	269	199	3	67	28	9	1	0	0	10	1	2	3	1	1
	%	1.27%	1.06%	0.53%	3.59%	6.47%	7.32%	3.13%	0.00%	0.00%	15.38%	4.76%	3.57%	6.82%	1.92%	6.67%
GS - 05	#	807	641	22	144	55	20	2	3	6	6	3	9	6	4	2
	%	3.81%	3.42%	3.88%	7.72%	12.70%	16.26%	6.25%	12.00%	9.23%	14.29%	16.07%	16.07%	13.64%	7.69%	13.33%
GS - 06	#	831	705	22	104	25	12	2	0	1	1	1	4	0	2	3
	%	3.92%	3.76%	3.88%	5.57%	5.77%	9.76%	6.25%	0.00%	0.00%	1.54%	4.76%	7.14%	0.00%	3.85%	20.00%
GS - 07	#	1652	1459	39	154	33	12	4	1	5	5	0	6	1	1	3
	%	7.79%	7.78%	6.88%	8.25%	7.62%	9.76%	12.50%	4.00%	7.69%	0.00%	10.71%	10.71%	2.27%	1.92%	20.00%
GS - 08	#	109	99	1	9	0	0	0	0	0	0	0	0	0	0	0
	%	0.51%	0.53%	0.18%	0.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS- 09	#	1981	1719	78	184	41	12	2	1	10	10	4	2	0	8	2
	%	9.35%	9.16%	13.76%	9.86%	9.47%	9.76%	6.25%	4.00%	15.38%	19.05%	3.57%	3.57%	0.00%	15.38%	13.33%
GS - 10	#	25	22	1	2	0	0	0	0	0	0	0	0	0	0	0
	%	0.12%	0.12%	0.18%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 11	#	3630	3185	118	327	67	6	11	7	13	13	5	14	0	11	0
	%	17.13%	16.98%	20.81%	17.52%	15.47%	4.88%	34.38%	28.00%	20.00%	20.00%	23.81%	25.00%	0.00%	21.15%	0.00%
GS - 12	#	3887	3527	86	274	45	8	7	7	8	8	2	6	0	6	1
	%	18.34%	18.80%	15.17%	14.68%	10.39%	6.50%	21.88%	28.00%	12.31%	12.31%	9.52%	10.71%	0.00%	11.54%	6.67%
GS - 13	#	1780	1660	46	74	10	2	1	1	1	0	2	2	0	2	0
	%	8.40%	8.85%	8.11%	3.97%	2.31%	1.63%	3.13%	4.00%	0.00%	0.00%	9.52%	3.57%	0.00%	3.85%	0.00%
GS - 14	#	711	647	22	42	4	0	0	1	1	2	0	0	0	0	1
	%	3.35%	3.45%	3.88%	2.25%	0.92%	0.00%	0.00%	4.00%	0.00%	3.08%	0.00%	0.00%	0.00%	0.00%	6.67%
GS - 15	#	325	296	15	14	1	0	0	0	0	1	0	0	0	0	0
	%	1.53%	1.58%	2.65%	0.75%	0.23%	0.00%	0.00%	0.00%	0.00%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Executive Service	#	22	22	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.10%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	21195	18762	567	1866	433	123	32	25	65	21	56	44	52	15	
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

NOTE: Percentages computed down columns and NOT across rows.

Table B5-2: PARTICIPATION RATES FOR WAGE GRADES BY Disability																
WD/WG, WL/WS Other Wage Grades		TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Grade - 01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 02	#	17	10	1	6	0	0	0	0	0	0	0	0	0	0	0
	%	0.33%	0.22%	0.88%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 03	#	18	14	0	4	1	0	0	0	0	0	0	1	0	0	0
	%	0.35%	0.31%	0.00%	0.87%	0.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	0.00%	0.00%
Grade - 04	#	134	115	3	16	7	1	0	0	1	0	0	5	0	0	0
	%	2.61%	2.52%	2.63%	3.48%	6.25%	2.44%	0.00%	0.00%	12.50%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%
Grade - 05	#	2,544	2,265	47	232	64	27	2	3	3	1	6	13	8	1	1
	%	49.57%	49.69%	41.23%	50.43%	57.14%	65.85%	100.00%	100.00%	37.50%	33.33%	54.55%	52.00%	50.00%	33.33%	33.33%
Grade - 06	#	1,152	1,015	38	99	22	8	0	0	3	1	3	6	0	1	1
	%	22.45%	22.27%	33.33%	21.52%	19.64%	19.51%	0.00%	0.00%	37.50%	33.33%	27.27%	24.00%	0.00%	33.33%	33.33%
Grade - 07	#	419	376	5	38	8	3	0	0	1	0	1	0	3	0	0
	%	8.16%	8.25%	4.39%	8.26%	7.14%	7.32%	0.00%	0.00%	12.50%	0.00%	9.09%	0.00%	18.75%	0.00%	0.00%
Grade - 08	#	303	261	10	32	6	2	0	0	0	1	1	0	2	0	0
	%	5.90%	5.73%	8.77%	6.96%	5.36%	4.88%	0.00%	0.00%	0.00%	33.33%	9.09%	0.00%	12.50%	0.00%	0.00%
Grade - 09	#	109	99	2	8	0	0	0	0	0	0	0	0	0	0	0
	%	2.12%	2.17%	1.75%	1.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 10	#	259	239	6	14	2	0	0	0	0	0	0	0	1	1	1
	%	5.05%	5.24%	5.26%	3.04%	1.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	33.33%	33.33%
Grade - 11	#	137	125	2	10	2	0	0	0	0	0	0	0	2	0	0
	%	2.67%	2.74%	1.75%	2.17%	1.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%
Grade - 12	#	26	25	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.51%	0.55%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 13	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.16%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grade - 15	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.06%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
All Other Wage Grades	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	#	5,132	4,558	114	460	112	41	2	3	8	3	11	25	16	3	3
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

NOTE: Percentages computed down columns and NOT across rows.

NOTE: Percentages computed down columns and NOT across rows.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability

Job Title/Series		Total	Total by Disability Status					Detail for Targeted Disabilities									
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine		
1102	#	2,147	1,933	60	154	23	3	3	1	4	0	3	0	8	1		
	%	100%	90.03%	2.79%	7.17%	1.07%	0.14%	0.14%	0.05%	0.19%	0.00%	0.14%	0.00%	0.37%	0.05%		
301	#	1,633	1,512	35	86	15	3	1	1	4	1	3	0	2	0		
	%	100%	92.59%	2.14%	5.27%	0.92%	0.18%	0.06%	0.06%	0.24%	0.06%	0.18%	0.00%	0.12%	0.00%		
6907	#	1,338	1,198	31	109	21	9	0	1	2	0	0	5	3	1		
	%	100%	89.54%	2.32%	8.15%	1.57%	0.67%	0.00%	0.07%	0.15%	0.00%	0.00%	0.37%	0.22%	0.07%		
6901	#	1,333	1,193	26	114	24	9	1	1	2	1	3	3	4	0		
	%	100%	89.50%	1.95%	8.55%	1.80%	0.68%	0.08%	0.08%	0.15%	0.08%	0.23%	0.23%	0.30%	0.00%		
2210	#	1,315	1,162	40	113	37	13	8	3	8	1	3	0	1	0		
	%	100%	88.37%	3.04%	8.59%	2.81%	0.99%	0.61%	0.23%	0.61%	0.08%	0.23%	0.00%	0.08%	0.00%		
2005	#	925	798	18	109	37	14	3	1	4	1	4	4	4	2		
	%	100%	86.27%	1.95%	11.78%	4.00%	1.51%	0.32%	0.11%	0.43%	0.11%	0.43%	0.43%	0.43%	0.22%		
2010	#	853	753	28	72	15	1	4	2	0	4	3	0	1	0		
	%	100%	88.28%	3.28%	8.44%	1.76%	0.12%	0.47%	0.23%	0.00%	0.47%	0.35%	0.00%	0.12%	0.00%		
N/A	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
N/A	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
N/A	#																
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		

Table B7: APPLICATIONS AND HIRES by Disability

[illegible]

Table B8: NEW HIRES By Type of Appointment - Distribution by Disability

Type of Appointment		Total		Total by Disability Status				Detail for Targeted Disabilities									
				(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Permanent	#	895		821	17	57	1	0	0	0	1	0	0	0	0	0	0
	%	100%		91.73%	1.90%	6.37%	0.11%	0.00%	0.00%	0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	#	819		725	22	72	7	2	0	1	3	0	1	0	0	0	0
	%	100%		88.52%	2.69%	8.79%	0.85%	0.24%	0.00%	0.12%	0.37%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%
Non-Appropriated	#	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	1,714		1,546	39	129	8	2	0	1	4	0	1	0	0	0	0
	%	100%		90.20%	2.28%	7.53%	0.47%	0.12%	0.00%	0.06%	0.23%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%
Prior Year	#	100%		90.20%	2.28%	7.53%	0.47%	0.12%	0.00%	0.06%	0.23%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%
	%																

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Disability

[illegible]

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability

[illegible]

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

		Total by Disability Status				Detail for Targeted Disabilities									
		Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
	Total Applications Received	#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified		#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Selected	#													
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
	Total Applications Received	#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified		#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Selected	#													
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
	Total Applications Received	#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified		#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Selected	#													
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
	Total Applications Received	#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified		#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Selected	#													
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Series/Grade(s) of Vacancy:															
Relevant Pool															
	Total Applications Received	#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified		#													
		%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Selected	#													
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
"Relevant Applicant Pool"= all employees in the next lower pay grade and in all series that qualify them for the position announced.															

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

		Total by Disability Status					Detail for Targeted Disabilities								
		Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Career Development Programs for GS 5-12															
Slots		#													
	Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied		#													
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants		#													
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 13-14															
Slots		#													
	Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied		#													
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants		#													
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Career Development Programs for GS 15 and SES															
Slots		#													
	Relevant Pool	%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied		#													
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Participants		#													
		%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
announced.															

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability															
Recognition or Award Program # Awards Given Total Cash	TOTAL		Total by Disability Status					Detail for Targeted Disabilities							
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine
Time-Off Awards, 1-9 hours															
Total Time-Off Awards Given	#	4,154	3,693	124	337	44	12	1	2	10	0	9	1	5	4
	%	100.0%	88.9%	3.0%	8.1%	1.1%	0.3%	0.0%	0.0%	0.2%	0.0%	0.2%	0.0%	0.1%	0.1%
Total Hours		28,022	24,829	860	2,333	587	372	8	13	69	0	68	8	40	9
Average Hours		7	7	7	7	13	31	8	7	7		8	8	8	2
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	749	661	26	62	12	1	2	3	3	1	2	0	0	0
	%	100.0%	88.3%	3.5%	8.3%	1.6%	0.1%	0.3%	0.4%	0.4%	0.1%	0.3%	0.0%	0.0%	0.0%
Total Hours		20,445	17,942	728	1,775	314	24	60	92	74	16	48	0	0	0
Average Hours		27	27	28	29	26	24	30	31	25	16	24			
Cash Awards: \$100 - \$500															
Total Cash Awards Given	#	13,223	11,685	314	1,224	302	97	14	18	38	10	38	41	36	10
	%	100.0%	88.4%	2.4%	9.3%	2.3%	0.7%	0.1%	0.1%	0.3%	0.1%	0.3%	0.3%	0.3%	0.1%
Total Amount		4,032,904	3,565,426	95,141	372,337	89,171	29,730	3,476	6,282	11,198	3,300	11,344	9,821	10,688	3,332
Average Amount		305	305	303	304	295	306	248	349	295	330	299	240	297	333
Cash Awards: \$501+															
Total Cash Awards Given	#	10,933	9,831	308	794	165	49	17	10	27	6	29	5	19	3
	%	100.3%	89.9%	3.1%	7.3%	20.8%	29.7%	34.7%	58.8%	270%	22.2%	483%	17.2%	380%	15.8%
Total Amount		15,847,755	14,390,644	451,691	1,005,420	174,501	45,984	16,513	15,663	29,921	5,857	31,891	2,400	22,272	4,000
Average Amount		1,450	1,464	1,467	1,266	1,058	938	971	1,566	1,108	976	1,100	480	1,172	1,333
Quality Step Increases:															
Total QSI Award	#	553	506	12	35	6	2	1	1	0	1	0	0	0	1
	%	100.2%	91.5%	2.4%	6.3%	1.08%	0.36%	0.18%	0.18%	0.00%	0.18%	0.00%	0.00%	0.00%	0.18%
Total Benefit						0									
Average Benefit		0	0	0	0	0	0	0	0	0	0				0

Table B14: SEPARATIONS BY Type of Separation- Distribution by Disability

Type of Separation		Total	Total by Disability Status					Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Voluntary		#	1,406	55	118	16	4	2	1	3	0	2	1	3	0	
		%	100%	3.91%	8.39%	1.14%	0.28%	0.14%	0.07%	0.21%	0.00%	0.14%	0.07%	0.21%	0.00%	
Involuntary		#	427	8	41	10	0	1	2	2	0	1	0	2	2	
		%	100%	1.87%	9.60%	2.34%	0.00%	0.23%	0.53%	25.00%	0.00%	10.00%	0.00%	200.00%	100.00%	
Total Separations		#	1,833	63	159	26	4	3	3	5	0	3	1	5	2	
		%	100%	3.44%	8.67%	1.42%	0.22%	0.16%	0.16%	0.16%	0.27%	0.00%	0.16%	0.05%	0.27%	0.11%
Total Workforce		#	21,195	567	1,866	433	123	32	25	65	21	56	44	52	15	
		%	100%	2.68%	8.80%	2.04%	0.58%	0.15%	0.12%	0.31%	0.10%	0.26%	0.21%	0.25%	0.07%	